

Local Government SERVICE



MARCH 1939

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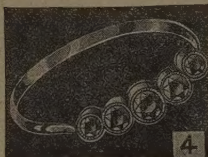
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Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

MARCH 1939

No. 3 Vol. XIX

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NOTES AND COMMENTS

Setting the Pace in A.R.P.

LOCAL authorities, backed by a rapidly strengthening public opinion, are setting the pace in the development of adequate air-raid precaution measures. Finsbury's remarkable deep shelter scheme, which we describe this month, has, in the words of the "Manchester Guardian," "lighted a candle that will not easily be put out." Nor is Finsbury alone in going far beyond the Government's policy of dispersal and individual steel shelters. Glasgow is planning vast car-park shelters; Newcastle-on-Tyne is proposing to use a 2½-mile tunnel; and Manchester has been considering a scheme of great underground roadways. If we do find ourselves prepared to meet the war of the bombers it will be to the local authorities, rather than to Whitehall, that the nation's gratitude will be due.

Manchester's Pensions Scheme

NEARLY 2,400 male officers of the Manchester Corporation have agreed to become members of a staff pensions scheme, which is to come into operation on April 1. The scheme will be managed jointly by the Corporation and the Municipal Officers' Guild. Manchester is the second branch of N.A.L.G.O. to put such a scheme into operation—Coventry's scheme began two years ago—and the third in the local government service. The Birmingham scheme was the first, in 1934.

The Manchester Guild has had such a scheme in view for the past ten years. In 1929 the N.A.L.G.O. Conference accepted its motion urging examination of the possibility of instituting a national scheme, but later experience has shown that local schemes are preferable, at least in all except the very small branches.

In brief, the schemes provide a pension for the widow of every officer who is a member and dies during his service. The minimum pension is £30, rising on the

higher salaries, together with £6 10s. for each child. The Manchester premiums begin at 1 per cent of salary for officers under 27, rising by ¼ per cent for each group of ten years to a maximum of 1½ per cent for officers 47 years of age and over. The excellent response that has been given to these schemes shows that many officers recognise the need for such provision.

Scotland Leads Again

READERS who miss the customary note of jaunty confidence from our pages this month can blame Mr. R. Deas, the public relations correspondent at Edinburgh. For a letter he sent us the other day has left us as deflated as a punctured balloon.

"Many of the members of this branch," he wrote, "are amazed to find featured in the Journal, and hailed as new ideas, things which we have had in operation here for years, and which are considered part of the day's work."

Quoting as "random examples," our praise last month for the enterprise of the Gloucestershire and Essex County Councils in collecting and preserving historic documents, and our periodic references to civic exhibitions and other examples of public relations work, he adds:

"More than 100 years ago the Edinburgh Council employed a competent man to index all charters and other legal documents belonging to the Corporation. More than 50 years ago a retired City Chamberlain translated and published the earliest remaining fragments of treasurers' and bailies' accounts which had survived successive burnings and plunderings by raiders South of the Border. Successive town clerks have published extracts from city records. A special 'Edinburgh room' has been formed in the Central Library to house such publications."

"Thrice in the past ten years health and hygiene exhibitions have been held, while the education department holds a special education week. The trading departments regularly take part in housing and trade exhibitions. The corporation helped with the Scottish pavilion at last year's Empire Exhibition in Glasgow."

"Ever since the War, if not even before, officials of the corporation have been in demand as speakers and lecturers at business club lunches and dinners, literary and debating societies, and in

the schools. Those officials who can illustrate the work of their departments by lantern slides or films are in special demand. The council has allowed officials to show interested parties over its works. The first civic films were made for the health and hygiene exhibitions.

"The local contribution to the centenary of local government was a series of historical surveys of departments of the corporation. Perhaps Manchester took the idea for its recently published description of municipal activities from this series.

"Delegates to the Edinburgh conference in 1931 may remember the daily bulletin of Conference news circulated each afternoon."

The only answer to this would appear to be either the transfer of our public relations department to Scotland, or the organisation of another series of "plunderings by raiders South of the Border."

Posers for Librarians

CROYDON municipal library, under the skilful librarianship of Mr. Berwick Sayers, has achieved, we read on no less authority than that of "The Times," "an almost world-wide reputation for the excellence of its information service"—so much so that seekers of knowledge wrote to it last year from all parts of Great Britain, Canada, the United States of America, and France. The information sought included the making of papier mâché masks, the music and steps of a sailor's hornpipe, the state of the tides at a seaside resort on a particular day, and such posers as these:

What are the comparative weights of the constituents of an egg shell?

Who was the Procurator of London in A.D. 60?

Of which are there more: acres in Yorkshire or words in the Bible?

How many railway carriages are there in the British Isles?

What are the steps of a maypole dance?

Is there evidence of the existence of tariffs or trade restrictions in the days of the Babylonian, Greek, or Roman empires?

Where is Tattar Mossen?

What is the Japanese Government doing to prevent the increase of disease among silkworms?

What is the difference between the rank of sergeant-major to-day and in Cromwell's time?

We cannot believe that Croydon stands alone in its ability to answer difficult or unusual questions, and we should be glad to hear of the experience of other librarians.

A Code of Conduct

AT a time when N.A.L.G.O. is considering the terms of a code of conduct for the local government officer, it is interesting to read of the revised code of ethics for city managers in the United States, recently adopted by the International City Managers' Association. While the city manager's job greatly differs from that of the rank and file municipal official in this country, many of its problems are the same, and call for the same standards of professional integrity, as the code will show:

1. No member of the profession seeks or accepts a position as city manager unless he is fully in accord with the principles of council-manager government and unless he is confident that he is qualified to serve under these principles as city manager to the advantage of the community.

2. The city manager has a firm belief in the dignity and worth of the services rendered by government and a deep sense of his own social responsibility as a trusted public servant.

3. The city manager is governed by the highest ideals of honour and integrity in all his public and personal relationships in order that he may merit the respect and inspire the confidence of the administrative organisation which he directs and of the public which he serves.

4. The city manager believes that personal aggrandisement or personal profit secured by confidential information or by misuse of public time is dishonest.

5. The city manager is in no sense a political leader. In order that policy may be intelligent and effective, he provides the council with information and advice, but he encourages positive decisions on policy by the council instead of passive acceptance of his recommendations.

6. The city manager realises that it is the council, the elected representatives of the people, which is entitled to the credit for the fulfilment of municipal policies, and leaves to the council the defence of policies which may be criticised.

7. The city manager keeps the community informed on municipal affairs but keeps himself in the background by emphasising the importance of the facts.

8. The city manager, in order to preserve his integrity as a professional administrator, resists any encroachment on his control of personnel, insists on the exercise of his own judgment in accomplishing council policies, and deals frankly with the council as a unit rather than secretly with its individual members.

9. The city manager handles all matters of personnel on the basis of merit. Political, religious, and racial considerations carry no weight in appointments, salary increases, promotions, and discipline in the municipal service.

10. The city manager curries no personal favours. He is the administrator for all the people and handles each administrative problem without discrimination on the basis of principle and justice.

It would be of interest were readers to suggest their own versions of a similar code for the officer here.

N.A.L.G.O. Listeners—A B.B.C. Tribute

THE listening groups formed by N.A.L.G.O. branches in response to the suggestion we made some months ago are doing fine work. From the B.B.C. we hear that between forty and fifty groups followed the recent series on Welsh local government, and that most of those in England were formed by N.A.L.G.O.

Many groups are also listening to the present series, "Children at School." Referring to one of these, formed by the Dorset County branch, the B.B.C.'s West of England Education Officer reported last month:

"This is one of the best groups I have ever visited. It is organised by the local secretary of N.A.L.G.O. He had leaflets printed and the branch has hired the Shire Hall and installed the local relay service. Reception was excellent.

"There were present at the group three heads of county council departments, the county town planning consultant, nine or ten N.A.L.G.O. members, and thirty members of the general public. The chairman was the headmaster of the local Grammar School.

"The discussion was conducted in a most agreeable and informative manner. The experts were helpful without being officious or dogmatic, and the members of the public showed an intelligent interest in the work of local government. There was also an unusual amount of humour for a public group, which has arisen as a result of the same thirty or forty people coming week after week and learning each other's foibles."

This Month's Programmes

THIS month's talks of special interest to N.A.L.G.O. groups and individual listeners include:

CHILDREN AT SCHOOL—National, 8.0—8.20 p.m.

March 6: **WHAT IS THE SHADOW SCHEME?**

March 13: **OUTSIDE THE CLASSROOM.**

March 20: **LAW AND ORDER AT SCHOOL.**

March 27: **TWO TO SEVEN.**—The work of infant and nursery schools.

TOWN AND COUNTRY—National, 7.30—8.0 p.m.

March 7: **MOBILISING NATIONAL RESOURCES.**

March 14: **A RURAL CIVILISATION?**

March 21: **THE TOWN AND THE REGION.**

March 28: **THE FUTURE.**

CURRENT AFFAIRS IN WALES—Welsh Regional, 7.30—8.30 p.m.

March 7: **MAKING WELSH EDUCATION REALLY WELSH.**

March 21: **ARE WE SATISFIED WITH OUR LOCAL GOVERNMENT IN WALES?**

The discussions of the "Under Twenty" Club are frequently of local government interest. They will be heard this month on March 7, 14, and 21.

DEFECTS IN A.R.P. ADMINISTRATION

SINCE the September crisis—the Government's plans have been revised, expanded, and accelerated, engaging the local authorities in a labour greater than ever, though still to be carried out while other duties increase rather than diminish. If the Service can feel that these plans now proceed on sound lines, it will continue its sacrificial efforts with good heart and good cheer. If not, its voice should be heard—particularly since it is now recognised as capable of saying something useful.

There are still a few authorities which have not submitted schemes. The complaint most frequently heard, however, is that nothing has been done with schemes submitted some time ago. It emanates chiefly from non-county boroughs and districts, in relation to schemes submitted to the county councils. The boroughs and districts contrast the position of their general schemes with that of the fire protection schemes which, as autonomous authorities for this purpose, they have submitted direct, and which the fire brigades division of the Home Office appears to have dealt with promptly.

The need for tangible approvals (or counter proposals) is urgent. A colossal amount of work lies ahead which cannot be started until approvals are given to the paper plans. In each area the services need combined exercises on realistic programmes. Heads of services know well that it is high time they allocated each volunteer's duties and instructed personnel in the detail of organisation. But how do these things if the head does not know where his posts are, what he can do with them, or what are his authorised strengths in men or parties? Again, how can a plan of communications or control be accurately thought out and the facilities be requisitioned if the layout of the executive services is unsettled, and changes with successive circulars?

The Ministry of Health has now taken over the first-aid and casualty services and decided to modify the arrangements first promulgated by the Home Office. Its circular of January 10, announcing these modifications, hardly conveys to the uninitiated a just impression of their extent. Whereas the local authorities were originally informed that first-aid posts could be chosen from among schools, they now hear that schools must be avoided, and primary consideration given to health centres and clinics. The elaborate layout prescribed for first-aid posts will not now, apparently, be insisted upon (because, perhaps, of a diminished emphasis on anti-gas facilities). It is clear that many authorities must scrap their long and carefully prepared plans and estimates, consider their needs from a different angle, and start afresh.

These initial checks of a revised policy need not discourage us if good comes, as it ought to do, from the step taken to strengthen the regional staffs of the central departments and give them wider powers for the consideration and approval of schemes. Such a process of decentralisation by Whitehall has long been needed for other purposes than A.R.P. The local authorities have received little help from the regional

inspectors appointed a year ago, largely because the wrong type of official was sent out. The need was not solely or chiefly for technical advice (since this is embodied in A.R.P. handbooks) and, if it was, the advice needed was hardly that which could be given by Army officers. Since so much in A.R.P. is the adaptation of local government organisation, and of its existing facilities, to new ends, intermediaries between the Government and local authorities should at least have been familiar with the local government machine. In many stages a good committee clerk from a busy town clerk's office would have been more useful to both parties. If ever there was (or can be) a task calling for the seconding of local government officers to the central departments it is A.R.P.

By no means all the errors in the administrative approach to A.R.P. have been made by the central authorities. The advice of Sir John Anderson in his circular of January 26 on the distribution of duties among the departmental officers of local authorities, and on the necessities of administration in the counties, was sorely needed in some quarters.

Sir John confirms in every respect the view expressed in the note appearing in our issue of April last year, wherein we warned local authorities that the appointment of A.R.P. officers could be no substitute for the planning and control of existing chief officers in co-operation.

As to administration in counties, we agree entirely that boroughs and districts should be given specific responsibilities and considerable freedom in recruiting, training of personnel, and choice of depots, etc. Many officers believe that it was a mistake to make the county councils everywhere the scheme-making authorities; at any rate without making provision of this kind at the outset. Nevertheless, Sir John is right in deciding to recommend no legislative change in respect to the scheme-making power—if only for the reason that to change now would cause untold delay and confusion.

The procedure adopted by some county councils has of late provoked something like open revolt by boroughs and districts—especially where county councils have made county chief constables the A.R.P. heads, and other county departmental heads have not been "brought in." The professional and technical officers of large boroughs and districts who have had to discuss the organisational and technical aspects of their schemes with the local police inspector or sergeant, as the only available intermediary of the county authority, cannot have been impressed by the methods of a so-called "major authority."

The Service recognises the large sphere within which the police must be properly concerned with A.R.P. organisation. If the fear of authoritarianism can be dispelled from the minds of wardens, and if chief constables recognise that chief wardens must look for reasonable discretionary powers in the officers with whom they have to deal, and for reasonable clerical assistance, the Service will not quarrel with the view that the police may appropriately undertake the wardens' training and organisation.

THE LOCAL GOVERNMENT OFFICER IN WAR

WHAT is to be the position of the local government officer in time of war? Many branch committees and individual members have been considering this point during recent weeks, and it may be useful to examine the position and see how far it is possible, in the light of recent Ministerial pronouncements, to present a clear picture.

In the first place, most officers fall within one or other of the Reserved Occupations. This means that those over 25 will not be accepted for voluntary services the performance of which would be incompatible with their official duties in time of war. They will be at liberty to enrol in any service which would not conflict with those duties. Local authorities have themselves been given the task of deciding upon each case.

Ministry Circular 1773 suggests that councils should arrange that officers desiring to enrol in any capacity which might interfere with the full performance of their duties in time of war should first obtain the permission in writing of the council. "When dealing with such applications," the circular adds, "councils will no doubt take into account the extent to which their various services are likely to be expanded or curtailed in time of war . . . and consider whether the applicants could be dispensed with or replaced if they were withdrawn from the council's service or became available only for part-time work. . . . In considering the matter generally, councils will no doubt take the appropriate step to consult their staff."

The schedule of reserved occupations is not retrospective; that is to say, an officer who, before its publication, had enlisted in the Territorial Army or had undertaken some other form of National Service, is not required to give up that work, either now or when the period for which he has enrolled has expired. Local authorities have, however, been given an opportunity to apply for the release of officers who have commitments to one or other of H.M. Forces and whose withdrawal from the council's service in time of war would make it difficult for the council to carry out the duties laid upon it.

Branches have already been advised by headquarters to approach their authorities and secure recognition of their right to represent members in the joint consultations envisaged in Circular 1773. They have also been urged to apply for representation on the local national service committees which are being formed throughout the country to supervise recruitment for the various voluntary defence services. Nominations to these committees are made locally by the divisional officer of the Ministry of Labour, in consultation with the mayor or chairman of the council and the clerk to the council.

A number of branches have already secured representation on these committees. Others have a member on the committee in his official capacity. The principal objects of N.A.L.G.O. representation are to keep branches informed of the committee's decisions and to provide the committee with the assistance and advice of officers able to make useful contributions to its work.

Another question arises on the position of officers in the Territorial Army, the R.N.V.R. and other auxiliary forces of the Crown. Here N.A.L.G.O. policy has

been clearly laid down in a number of resolutions of the National Executive Council. These may be summarised as follows:

Officers joining the auxiliary forces should not be prejudiced or penalised in any way in peace time. They should be granted leave of absence on full pay for the period of their annual training, in addition to the usual annual holiday with pay.

In time of war officers given leave of absence to serve in any of the armed forces should be granted full civil pay, less service pay as at the date of enlistment, thus ensuring that they receive any increments to which they would have been entitled had they remained in civil life, together with the benefit of any promotion they may obtain whilst engaged on military service.

The superannuation rights of an officer serving with the armed forces should be safeguarded, all service being reckoned as service with the local authority, and at the salary he would have received during the period of service had he remained in the employ of the authority.

The Association understands that legislative provision for the safeguarding of superannuation rights on these lines will probably be made in the event of war.

A number of members have raised the question of overtime work on air raid precautions, and the position of officers who have conscientious objections to engaging in A.R.P. services.

On the first point it should be borne in mind that the present pressure on local authorities to complete their defence schemes within a limited time must be regarded as abnormal, and it would be likely to arouse much public criticism were local government officers to seek special consideration for work performed out of their normal hours while members of the public are performing similar work in a voluntary capacity. It will be proper to review the question of overtime when A.R.P. work has become more normal.

The problem of the conscientious objector presents many difficulties. It is the opinion of Headquarters, however, that, in view of the fact that local authorities have been given the specific task of organising passive defence measures, officers with conscientious scruples on such work should consider seriously whether they can remain in the Service, or whether they should not take up positions less likely to expose them to duties to which they are opposed. It would be as difficult to defend the local government officer who objected to A.R.P. as it would be to defend the man who, after joining the Army, said that he objected to fighting.

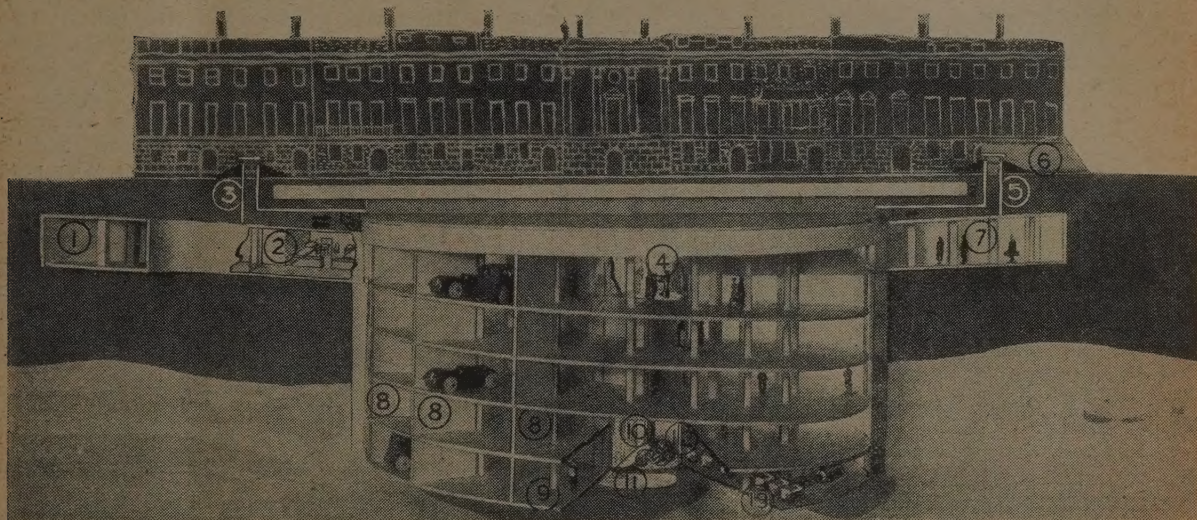
A CHANCE FOR PHOTOGRAPHERS

Our cover picture this month shows a corner of Leicester's 14th-century Guildhall, used as the town hall until 1875, and now a museum.

There must be scores of municipal buildings of equal historic and picturesque interest up and down the country. Will readers help us to make a collection of pictures of them? Photographs should be of pictorial quality, printed on glossy paper, preferably whole-plate size or larger, and should be accompanied by a description and history of the building, not exceeding 200 words. Payment will be made for all published.

FINSBURY'S LEAD IN AIR-RAID PROTECTION

Officers' Big Part in Pioneer Deep-Shelter Scheme



BY preparing the first comprehensive scheme of deep bomb-proof air-raid shelters for the whole of its inhabitants, Finsbury borough council has made history. Whatever be the fate of its particular plans, there can be no doubt that they have changed the whole outlook, local and national, on the problem of civil defence. Finsbury has proved that the populations of our big cities can be protected from high explosive; and, comforted by that demonstration, local authorities of vulnerable areas everywhere are reinforcing the popular pressure on Whitehall for revision of its policy of dispersal and protection against everything but bombs.

While the design of Finsbury's scheme was the work of a firm of private architects, Messrs. Tecton, much of the preliminary research and preparation fell on the officers, and in particular on the town clerk, Mr. J. E. Arnold James, and the borough engineer, Mr. A. L. Downey.

The plan demanded underground shelters, proof against a direct hit from a $\frac{1}{2}$ -ton bomb, and of such size and position as to accommodate the entire population of the borough, at any time, within ten minutes of an alarm being given. It called for an enormous amount of investigation, conducted at record speed.

Members of the town clerk's department obtained figures of the day population in houses, shops, business-houses, factories, warehouses, and in the streets, by means of circulars and questionnaires sent to employers and householders. Night population figures were known approximately, but had to be adjusted. The maximum day figure was found to be 142,225.

The Gas, Light and Coke Company, and the County of London Electricity Company, supplied information on the position of gas mains and electric cables. The Post Office indicated where telephone wires were laid.

SECTIONAL VIEW of one of the larger bomb-proof shelters suggested for Finsbury. Just below the ground level is a protective concrete "bursting" course. Other features are: 1, entrance ramp; 2, first-aid post and air-lock; 3, foul air vent and alternative air inlet; 4, lift for garage use in peace-time; 5, air inlet; 6, entrance to ramp; 7, ramp; 8, baffle walls serving as buttresses; 9, storage space; 10, lift; 11, water sump; 12, ventilation fans and water pump; and 13, "Maginot line" poison gas filters.

The Borough Engineer gave details of the sites of drains, sewers, and water pipes. Insufficient consideration to these facts would have meant muddle and expense in construction—apparent even to the non-technical mind—and perhaps disaster to civilians in time of war. Protection from bombing would be useless if death were to come from suffocation by sewer or coal gas, electric shock, or flood.

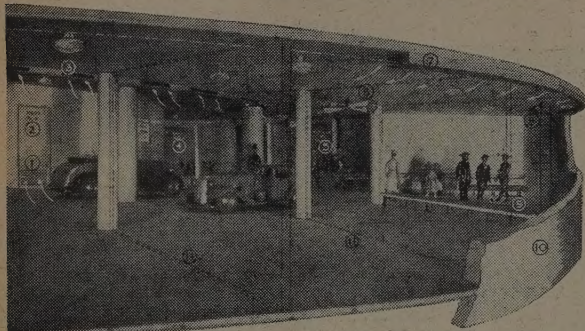
A geological survey of the district, including presence of underground streams, springs, level of land, and type of subsoil also had to be made.

Without the data obtained through such research the Finsbury scheme would never have been prepared. Such work can be done only by qualified men, and it is noteworthy that the town clerk, who is also A.R.P. officer, took a course of training arranged by the Home Office for senior officers from ten till six every day for three weeks. Every officer will appreciate what this meant on top of normal office routine and evening committees.

The plan provides for fifteen shelters, three holding about 12,000 and the rest about 8,000 people each. The cost would average £10 5s. a head—only about three times that of trenches. During peace time the shelters would bring in revenue as parks for 2,000 cars. It is estimated that of every 2,800 air-raid casualties in trenches there would be only seven in shelters.

The shelters would be vast multi-storeyed cylinders 70 to 80 feet deep. They would be protected from

above by a "burster" course of concrete, a layer of sand, and a thick concrete roof—no other form of protection would be able to withstand a direct hit or even shock waves from bombs dropped as far away as 50 feet. They would be kept in touch with the outside



Photographs by courtesy of Tecton

ONE FLOOR OF SHELTER, showing : 1, air vent and ventilation to lavatories ; 2, lavatories ; 3, air vent ; 4, telephone switchboard and chief warden's room ; 5, first-aid post ; 6, loud-speaker ; 7, air inlet ; 8, emergency exit into trapdoor ; 9, movable bench ; 10, bomb-proof outer wall ; and 11, baffle walls to act as buttresses and break shock waves from explosions.

world by telephone and radio. They would have their own mechanics, police, medical and decontamination personnel. They would be spacious, bomb-proof, sound-proof, gas-proof, safe and comfortable.

And what of other methods? Finsbury's experts denounce basements as death-traps. They are affected

by shock waves at considerable distance. Their normal function cannot be fulfilled. There is danger from bursting pipes and broken wires. Strutting, as a means of supporting the ceiling, is ineffective, as it does not allow for unequal pressure due to collapsing structure. Bombs falling in the entrance would cause terrific damage. Many have windows and glass lights which cannot be properly protected, even by sandbags. They would hold only a few people.

The experts also condemn trenches. There is great danger from the sidewalls caving in under pressure of explosion. There is lack of space, and no provision for people fainting or for those who need decontaminating. They are narrow; people cannot pass to and fro, and many entrances are needed so that entry may be made quickly. This increases vulnerability. In crowded areas they would have to be dug in back gardens fairly close to houses and would thus be exposed to the danger of falling brickwork and masonry. The morale of the occupants would be impaired by the noise of bombardment above.

Surface shelters may be constructed with a strong covering and powerful baffle walls inside. Well made, they are good protection but at comparatively high cost.

Portable shelters lack adequate anchorage and might be blown away.

This Finsbury scheme, which is already serving as a model to authorities in other danger areas, would never have been completed but for the enthusiasm, technical skill, and co-operation shown by the officers in a task outside and above their normal duties.

GATESHEAD OFFICERS TELL THE WORLD

By EVE CARTER

ABOUT six months ago Gateshead branch decided to hold a civic exhibition. Its members had no experience of organising exhibitions. The branch had little money for such purposes, and could spare only £10. But it had an enormous fund of enthusiasm and energy, and last month the exhibition was opened with a fine blare of trumpets in the Shipley art gallery.

The result is the most comprehensive display of municipal activity yet seen in North-East England. Nearly 13,000 people visited it during the first week, and on the Sunday opening the second week 3,752 passed through the turnstiles in two hours. So great has been the interest aroused that the hours during which it is open have been extended. At night the art gallery—one of the finest in the provinces—is floodlit.

Every department is represented. The town clerk's shows the civic regalia and many interesting records of the town's history from the first charter, granted by the Bishop of Durham in 1669, to the latest minute-book.

The health department, occupying the central area of the main hall, presents a fascinating picture of its widespread services—medical inspection of school-children, eye-testing, artificial sunlight, dental treatment milk sterilisation and sampling, the open-air school, maternity and child welfare clinics, infectious diseases, hospitals, drainage, and many more. Photographs and striking posters demonstrate the remarkable improve-

ment in health and physique, as a result of these services, and models of a clean and a dirty room show how the principles of hygiene can be carried into the home.

Another fascinating display illustrates the big advance in educational technique achieved in recent years. Visitors see the work of the modern child, including some remarkable handloom weaving by girls of nine and ten, examples of needlework, lino cuts, wood and basket work, models of Norman castles, Saxon villages,



MYSTERIES of Weights and Measures Inspection

and a Kentish Guildhall, and a number of drawings and paintings displaying lively intelligence and artistry. It is significant that the most perfectly finished exhibits are the work of one of the poorest schools.

The libraries department shows many of its treasures, ranging from the quaint children's books of half a century ago to the latest novels and biographies. Local histories, pamphlets, plans, maps, portraits, and manuscripts help to stir that local interest which is the foundation of civic patriotism, while a practical exhibit of bookbinding shows how the department cares for its books while sparing the ratepayers' pocket. A pioneer Gateshead activity, the "story-telling hour" in the children's library on Saturday morning, is illustrated by two charming pictures, one showing the mayor and the other the children's librarian, each surrounded by a rapt and delighted audience.

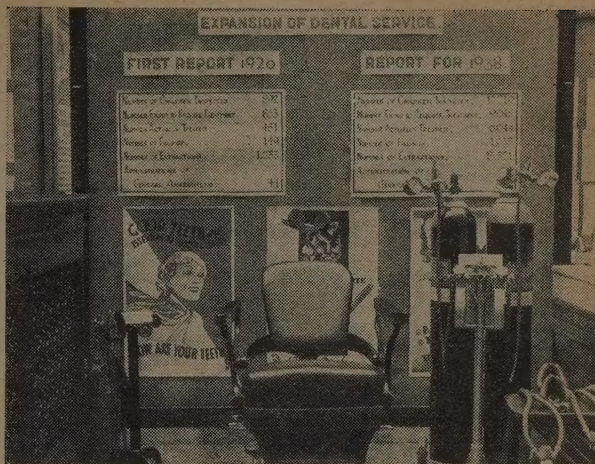
Unusually fascinating is the stand of the weights and measures department, laden with gleaming copper and brass measures and standard weights, scales of all sizes, and examples of the fraudulent measures the department exists to stamp out. Here housewives, traders, motorists, can see the work that goes on behind the scenes to safeguard them from deception, deliberate or accidental.

No less fascinating is the police and fire brigade section, with examples of finger-prints, of safe doors blown off by explosives, of counterfeit coins and their moulds, and other activities of the criminal. Alongside are gas masks, incendiary bombs, protective clothing, and other grim reminders of the new and heavy responsibility thrown on local authorities.

Other sections of the exhibition show the great work of slum clearance now in progress, housing and town planning, drainage, the war against rats, mice, and insect pests; the enlightened modern policy of the public assistance institution, and parks and open spaces. Finally, the borough treasurer shows, with the aid of models, diagrams, and graphs, what all this communal civilisation costs, and where the money comes from. Having seen the rest of the exhibition, Gateshead ratepayers, it is hoped, will be able to regard municipal finance with a less jaundiced eye, and to appreciate that they get just as good—if not better—value for what they pay in rates as they get for what they pay the butcher, the baker, and the tailor.

The purely municipal side of the exhibition has been reinforced by displays from the local and industrial museum, and from various voluntary social service activities in the borough, while in an adjoining room is the Health and Fitness exhibition arranged by the Royal Institute of British Architects.

Excellent as its exhibition is in bringing home to the citizen the facts of his civic enterprise, and the work done on his behalf by the local government officer, Gateshead branch has not been satisfied to stop there. It has prepared and printed 15,000 copies of a 64-page illustrated booklet, with a foreword by the town clerk, Mr. J. W. Porter, president of the branch, an article on the history of local government in the town, by Mr. John Oxberry, F.S.A., and fourteen articles on their work by the chiefs of the various Corporation departments. The whole of the cost of this booklet—£110—was met from advertising revenue, and members of the branch have distributed free copies from door to door



DEMONSTRATING the value of the School Dental Service

throughout the borough, and supplied copies to school teachers, some of whom are giving special lessons on the exhibition.

During the run of the exhibition eight free shows of films on housing, health, nutrition, education, social service, utilities, and planning have been given in an adjoining hall, each followed by a lecture by a department chief. On March 3 this notable civic achievement is to be concluded by a big public meeting in the town hall, at which Mr. L. Hill, general secretary of N.A.L.G.O., will lecture on "The Citizen and the Local Government Service of Yesterday, To-day, and To-morrow."

Nor has the need for advertising the exhibition been forgotten. Some weeks before it opened 30,000 book-marks were printed, for distribution in every book issued from the public library. Nearer the time 200 posters were displayed on Ministry of Health and other hoardings throughout the borough, drawing attention to it and to the accompanying lectures.

From beginning to end it has been essentially an officers' achievement. Although the council has co-operated by lending the art gallery and lecture hall, and the local gas and electricity companies by providing the film shows, the whole of the organisation and expense has fallen on the branch. It is advertised everywhere as "N.A.L.G.O.'s Civic Exhibition."

All this has been done for £20—£10 from branch funds and £10 given by the National Executive Council—plus unlimited enthusiasm and devoted work, continuing till midnight night after night, by a host of officers. Behind it all has been the energy and determination of Mr. J. Short, chairman of the branch and its public relations correspondent, and of his committee, Mr. M. Young, curator of the Art Gallery, Mr. R. Lillie, chief librarian, who edited the booklet, Mr. T. Hedley, assistant chief librarian, Mr. H. T. Goldthorp, chief rates officer, and Mr. R. Norton, branch secretary.

They and their many helpers should be proud of a notable example of public relations which other N.A.L.G.O. branches might emulate with advantage to their towns and to themselves.

WORKLESS—SO THEY WORK FOR EACH OTHER

H. G. PASCOE describes how new life and hope have been brought to the unemployed man over 45

WHAT a tonic is hope! In the distressed area of South Wales, 400 families—more than 1,500 people in all—have been made happier and healthier by a new hope which has come into their lives. True, they now have more food to eat and better clothes to wear than have been within their reach for years. But it is hope, confidence for the future, which is the real transforming influence.

Long ago the industries of their native valley collapsed. For five, ten, even fifteen years, men had no work to do and it seemed that the older men particularly would never be employed again. Wherever they went it was the same story: "Sorry, but we must have young men."

Then, in 1935, an Order of Friends brought a gleam of hope to the men of 45 and over. All was not lost even if their last chance of employment had gone. They were strong; work of a new kind was still possible for them.

In all, 400 men accepted the Order's invitation to become members of a Subsistence Production Society, the aim of which was to produce goods, not for sale, but for the use of the members' families. Clearly, the payment of wages would be impossible in such a body, but as labour costs would be eliminated the commodities produced could be sold to members of the society at prices within the reach even of men "on the dole."

And so it proved. The Order found means to provide the necessary land, machinery, and stock, and supplied experts to train the men for their new occupations. The members set to work at once to prepare derelict land for cultivation, to establish dairy, pig, and poultry farms, and to convert an old brewery building into modern workshops.

In the second full year of the Society's work 287,734 lbs. of vegetables were grown on horticultural

plots. A baking group made 287,962 lbs. of bread. Weavers, working on hand looms, manufactured 1,175 square yards of cloth, which a tailoring group made up into excellent suits and costumes. The farms yielded 245,235 pints of milk, 135,746 eggs, and 37,685 lbs. of meat. Boot repairers mended over 1,000 pairs of boots and shoes, and other groups made sausages, cakes, pickles, cooked foods, and other goods too numerous to be mentioned here.

One or two prices will illustrate the advantages which members of the Society enjoy. Milk can be bought at 1½d. a pint, and vegetables at prices ranging between ½d. and ¾d. a lb. They can get fresh meat at 4d. to 10d. a lb., a suit length for 15s. and all other subsistence production goods at similarly low prices. But more important than any material benefits are the results of the scheme on the members' lives. Once more they are able to work for their wives and children. And with work has come hope.

The subsistence production experiment was initiated with the warm encouragement of the Government, and has been supported in part by grants from the Commissioner for the Special Areas. When the experiment has been fully developed it is hoped to establish similar schemes in other parts of the country. For, in the opinion of many competent observers, subsistence production is the one hope of many thousands of older men who can never again find a stable place in industry.

Of course, the scheme cannot be properly developed without adequate support, and some months ago the National Executive Council of N.A.L.G.O. commended it to the consideration of branches wishing to give help in social work. Literature will be sent gladly to any honorary branch secretary who cares to communicate with the writer at 6, Cavendish Square, London, W.1.



HOW DISTRESSED AREAS HELP THEMSELVES—At work in the blacksmith's shop and on land provided by An Order of Friends, these men, once without employment, now work to provide for the needs of their own community.

BARBER



BUTCHER



KNITTER



TAILOR



WORK FOR WILLING HANDS

Calling All Women

"GIVE US A CHANCE TO USE OUR BRAINS!"

TWENTY-ONE years ago women in this country were given the vote. To our mothers and grandmothers that meant a hope of a brighter future. For the first time they had political influence. They were a power in the land. The long struggle was over.

For a hundred years women's champions had been advocating their admission to the franchise—Mary Wollstonecroft, Charles Bradlaugh, John Stuart Mill, Olive Schreiner, Lady Constance Lytton. During the "teens" of this century women struggled as fiercely as had men forty or fifty years before. They chained themselves to the gallery of the House of Commons, broke up meetings, held demonstrations and marches, flaunting the famous white, green, and purple banner of the Suffrage movement. In prison they entered on long hunger strikes. In June, 1913, the most fanatical of the suffragettes, Emily Wilding Davison, flung herself in front of the King's horse at the Derby and was trampled to death. Five years later, as a "reward" for their work during the War, the vote was given them.

That was twenty-one years ago. To-day, as we celebrate the coming of age of our political freedom, we ask: "What has this golden key released? Where is the brave new world we hoped it would unlock?"

The primary interest of all women is peace—peace for themselves and for their children. Yet to-day, twenty years after the Armistice, we find ourselves threatened with a war even more terrible than the last. To-day, 2,000,000 men have no work. Since 1937 our exports have dropped by 10 per cent. Our cotton industry is facing its worst season for sixty years. In South Wales, the rainwashed "Prosperity" posters hang on the crumbling walls of deserted factories.

"As Incompetent as Men"

Are we to believe Shaw's cynical words: "The hopes that we founded on the extension of the franchise, first to working men, and finally to women, have been disappointing as far as controlling Capitalism is concerned, and indeed in most other respects . . . They got the vote mainly by the argument that they were as competent politically as the men; and when they got it they at once used it to prove that they were just as incompetent." Hard words, but events would seem to prove them true.

Have we used our power as widely as we should have done, and as intelligently? Do we not rather rely on Parliament to "do the job" and turn to that more engrossing interest, the film around the corner, the new jumper we are knitting? Are we not too prone to live in the world of personal interests until international events force themselves upon us? Do we really know what we want, or what it is possible to have? Do we try to educate ourselves, politically, historically, socially, and to exercise an impartial judgment? What are we doing to ensure that our children's lives shall be fuller, richer, and happier, than our own?

Few of us have justified the confidence of the great

Suffragette leaders, Mrs. Pankhurst and Mrs. Drummond. To-day their brave motto, "Give me liberty or give me death," falls on deaf ears. In the days when we shared our disfranchisement with criminals and lunatics, we were eager to enjoy the "rights" of men. Now that we have them, most of us ignore them.

A similar apathy has betrayed the hopes of those pioneers who won for women a place in the nation's working life.

Women first entered the civil service in February, 1870—to count the words on telegrams! They were such a novelty that the men clerks hid behind pillars in the corridors to watch them coming and going from their work. Since then their work has increased and there are women holding fairly high positions in nearly every department. But their numbers are still small in comparison with the men.

Marriage Bar to a Career

In the local government Service they have made still slower progress. We do not find them as town clerks, medical officers, heads of departments. This may be partly due to a natural diffidence in assuming the responsibility so long denied them. But the indifference of women to trade unionism, their lack of interest in careers, may, in nine cases out of ten, be traced to the marriage bar. Faced with the option of a career or a home, practically every woman will choose the latter. But there are many women who would like to combine both. Until women are taken seriously in local government, and their capabilities are admitted, there is little hope for them, and the Service will remain so much the poorer.

It is 72 years since John Stuart Mill made his famous speech to the House of Commons: "Sir, before it is affirmed that women do not suffer in their interests, as women, by the denial of a vote, it should be considered whether women have no grievances . . . No sooner do women show themselves capable of competing with men in any career, than that career, if it be lucrative or honourable, is closed to them . . . This is the sort of care taken of women's interests by the men who so faithfully represent them."

Those words are still largely true to-day. After 72 years there must be hundreds, perhaps thousands, of women in local government, in whose breasts they rouse an echo: "Give us a chance to use our brains, to show what we can do."

There are more women electors, political and municipal, than men. If we used our votes we could fill Parliament with our own representatives, gatecrash the Cabinet, open a thousand undreamed-of avenues to ourselves and to posterity. That golden key has been idle in our laps for 21 years. Its brightness is somewhat tarnished, but it can still open, if we want it to, the way to a fuller and newer life, the happiness that could come if we were allowed to work alongside men, instead of in subservience to or in competition with them.

H.C.

Branch Magazine Page

Edited by Norman H. Rogers

EDITORS—HELP YOURSELVES

THE rapid increase in the number of staff magazines, due, no doubt, to the realisation of their value in stimulating interest and creating enthusiasm for Association work, calls for some reference to the Branch Magazine Exchange.

The Exchange has been established for the mutual benefit of editors. It is quite informal, entails no financial obligation, and is governed by no regulations. Its primary object is to provide contact between editors through the exchange of their magazines. In this way valuable hints and ideas concerning style and technique are passed on. Sometimes branches are faced with difficulty in obtaining sufficient material. To help solve this problem, certain editors have agreed to permit articles or stories to be "lifted" from their own magazines for use by their fellow-editors without prior permission. This scheme is a godsend to those faced with a last-minute gap, and has been used a great deal. It is often found, too, that a space may be more adequately and accurately filled by lifted copy.

Magazines which permit lifting are quoted on this page from time to time and indicated by an asterisk. It is important—and only courteous—for an acknowledgment of the source to be made, in fairness both to editor and author.

The Exchange arranges for the circulation of articles of special significance. For instance, a recent article by Mr. J. B. Swinden, N.A.L.G.O. organising secretary, on "Whitleyism and You" was received by branch editors with open arms. Such articles have the dual advantage of being local in application and authoritative in character. An article on the national salaries drive is to follow, soon.

The Exchange also functions as a clearing-house for branch magazine activity, advising on the production of new magazines, and acting as an information bureau on editorial matters. This page is its mouthpiece.

The first annual meeting of editors—which initiated the Exchange—took place at Blackpool last year. This year the meeting will be at the Torquay Conference on Monday, May 29, when editors will discuss common points of interest and give their comments upon branch journalism. Delegates from all branches interested in magazine production are invited.

A branch wishing to join the Exchange should send a copy of its magazine and the name and address of its editor to: Branch Magazine Exchange, c/o N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1. Notice of its enrolment will then be published on this page.

THE OTHER FELLOW'S JOURNAL

by H. NORTON, Editor of Sheffield Guild Journal

In this article Mr. Norton deals with old-established journals. Next month a review will be published of those which have made their debut this year.

COMPARISONS are always odious and often unfair. Any criticism or comparison of branch journals which ignores the special difficulties under which many of them are produced can lead to a verdict only on the journals themselves, and not on the ability of the editors. Nevertheless, receiving as I do a number of journals from other branches, I find comparison with my own inevitable.

Which is the most polished of them all? Manchester's, perhaps, with its attractive cover, high literary standard, and magnificent photography by G. R. Hinks. I must confess that, so far as interior appearance is concerned, I find the uniformity of headlining rather dull.

Manchester and others seem to lack the services of a competent humorist; Leeds—though they have a splendid feature, "Between Yourselves"—and "Camera Principis," of Coventry, suffer from the same deficiency. Both deal so adequately with branch news and Service topics that lack of humour is very noticeable.

"Civic" of Wolverhampton is bright and readable, but—if I may be candid—seems to lack solidity and purpose. It has rather too much of the University Rag atmosphere to appeal to me. At the opposite extreme is the Bradford "Quarterly Review," as dignified as its title, but so very staid

Other printed journals which, without being too pretentious, achieve a happy blend of contents are those from Southport, Salford, and Newport. What courage they have at Newport to charge threepence a copy—and what members, if they get it! I like the South Shields Journal and the "Thanet Officer" possibly because, like myself, they cling to the double-column page. The "Thanet Officer" concentrates too much on humour and lacks the branch news and serious articles without which no journal is complete.

Seeking an altogether unprejudiced opinion, I asked my wife which she rated

best of all. She chose "Croydon Calling," for its astonishing quantity, quality, and variety. Other cyclostyled issues she approved were Enfield's "Nalگو News" and "Brought Forward" from Bognor Regis.

By the way, I haven't had a copy of the Glasgow "Civist" yet. Dear, dear! These Scots!

MODEST BEGINNINGS

Some branches, too small to undertake the publication of a journal, have embarked on the issue of monthly notes or bulletins circulated each month with "LOCAL GOVERNMENT SERVICE." Two interesting examples of these "magazines in miniature" have recently been received from Grantham and Ilkeston. From the acorn . . .

MORE BRANCH MAGAZINES

Doncaster
Ealing
Grantham
Ilkeston
Leigh (Lancs.)

Middlesex C.O.
*Southend-on-Sea
Spalding
West Sussex

"AT YOUR SERVICE"
"IN AND OUT"
"BULLETIN"
"BULLETIN"
"NALGO MAGAZINE"

"GUILDHALL GAZETTE"
"CONTACT"
"SOUTH HOLLANDER"
"THE NOTICE BOARD"

J. C. Morris, Town Clerk's Dept., Town Hall.
J. C. Sutcliffe, Town Hall, W.5.
Wm. Exton, 36, Avenue Road.
Hon. Sec. NALGO, Council Offices.
Joint Editors: J. T. Rogers and B. Green, Town Hall.
H. E. S. Bickerton, 10, Great George St., S.W.1.
N. G. Degville, Town Clerk's Office.
L. Fennell, "Braemar," Park Road.
B. Somers, County Library, County Hall, Chichester.

*The editor has agreed to allow all material in his journal to be reprinted in other magazines without fee or prior consent, provided acknowledgment of source is made.

Please Note: Last month, "London Town," the journal of the L.C.C. Staff Association, was quoted here as a branch magazine. It must be pointed out that the L.C.C. Staff Association is *not* a branch of N.A.L.G.O. "Bus-Bar," the organ of the Joint Electricity Authority Social & Sports Club, was referred to similarly. The N.A.L.G.O. branch magazine of the J.E.A. is "Contact" and edited by R. Duval, Central Accounts Office, Hollyfield Road, Surbiton.

HOW CAN WE WIN THE PUBLIC'S SUPPORT?

HOW to obtain the co-operation of the public," was the subject chosen for the winter conference of the Institute of Public Administration, and the discussion, held at Westminster City Hall on February 11 and 12, provided many useful suggestions for all concerned in advancing N.A.L.G.O.'s public relations policy. Mr. S. H. Wood, principal assistant secretary, Board of Education, presided.

Three papers were before the conference. In the first, Mr. A. G. Highet, controller of publicity and of the public relations department, G.P.O., dealt with the question from the point of view of the central department. Publicity organisations within the civil service had, he claimed, proved their worth by removing misconceptions, reducing hostility, and awakening a consciousness of the nation's political and social machinery. The building of prestige had been the first step towards public co-operation.

Modern publicity, said Mr. Highet, aimed at inducing the public to reason with the publiciser, but it was fatally easy to inform without arousing any resultant urge to act. The efficacy of the printed word should not be over-estimated. Personal contact, in visits or interviews, was far more effective than either the printed or the written message.

Where personal contact was too costly or difficult, newspaper announcements were useful, but their "life" was short and their value was often determined by the events of the day. Broadcasting was a good substitute for personal contact, and films were of the utmost value.

A Six-point Policy

Mr. Highet summarised the essential points in securing whole-hearted public co-operation as follows:

State your case frankly, emphasising the benefits you are bestowing rather than the advantages you expect to gain.

Dramatise your appeal and support it, if possible, with personal contacts.

Be sure you can carry out all you promise; publicity should never be better than the service behind it.

Make co-operation as easy as possible by telling the public, in simple and understandable terms, how, when, where, and why.

Word your request in such a way as to lead the man in the street to feel that in co-operating with you he is a real good fellow.

Persuade and reason rather than pontificate; above all, do not bully or threaten.

In the second paper, Mr. C. G. Browne, publicity manager to Brighton Corporation, discussed the problem from the point of view of the local authority. He urged the appointment of public relations officers by authorities. Their job would be to promote public confidence and to educate the people in their rights, duties, and responsibilities.

Of the various media available in public relations work, the Press was the most useful. Frankness in dealing with it was the best way to combat sensationalism. There was room for great improvement in propaganda by posters and handbooks;

Public Relations Debate at I.P.A. Conference

the latter were too often stereotyped and unconvincing. As a good example of the better kind, Mr. Browne mentioned "Your City," produced by the Manchester Municipal Officers' Guild, and the Centenary handbooks issued by the Manchester treasurer's and cleansing departments.

Films, Radio, Exhibitions

The best method of using the film to advertise local government was for some central body to prepare a series of films; N.A.L.G.O. was working on these lines.

The B.B.C. was showing increasing readiness to broadcast news and features dealing with local government; would it not be possible to employ local relay stations for similar work in the local field?

The civic exhibition was an excellent means of giving the ratepayer a better appreciation of the local authority and its work. The Manchester Centenary Exhibition committee had expressed the view that the cost, £2,342, was amply justified by the results.

In phrasing official correspondence and in establishing information bureaux, local authorities might well follow the example of the best commercial firms. Public relations, still in its infancy, was destined to become one of the essential services of local authorities.

In the third paper, Mr. Alec Spoor, public relations officer, N.A.L.G.O., looking at the question from a more detached viewpoint, emphasised that, although there was no local government activity in which public co-operation would not contribute to administrative efficiency and economy, local authorities did little, and that badly, to win such co-operation.

Frankness the Basis

The solution lay in the adoption of a planned and far-reaching public relations policy. This must be based on complete frankness with the public and the acceptance of constructive criticism (which should be always answered) as a valuable feature of democratic administration. Secretiveness led to adverse criticism and an impression of "shady business."

Mr. Spoor went on to sketch the outline of an effective public relations organisation, under a joint committee of councillors and officers, which would appoint a public relations officer to carry out its decisions through the various publicity media mentioned by Mr. Browne. When co-operation was sought for a particular scheme, the Press should be acquainted with its outline and objects at the earliest possible moment and interest should thereafter be maintained by means of letters, interviews, and special articles in newspapers, direct appeals to the public by posters, leaflets, and broadcasts, and, where practicable, personal visits to especially interested or aggrieved persons.

The essentials of handbooks and pamphlets, were good writing, pictorial statis-

tics, and lively photographs; given these factors, even refuse disposal could be made the subject of a fascinating article—as the Manchester cleansing department had shown.

Methods of contact with the ratepayer needed drastic overhaul, for the emphasis had too long been on the words "authority" and "government," rather than on the conception of service. Notices should "request" rather than "demand"—the butcher and baker did not "demand" payment of their accounts, to which they were just as much entitled. Correspondence should be couched in simple and courteous English. Other fruitful lines of development were the information bureau, the welcoming of the ratepayer at the municipal offices, and the training of the local government officer in public relations principles.

Points made in the discussion included: Mr. SYDNEY LARKIN (City Treasurer, Coventry): "Milk and water" methods were no good. The public liked definiteness, and did not mind rates being "demanded." After all, the demand note was a demand, not a request for an annual subscription. There was a danger that Mr. Spoor, in seeking to deny charges of corruption and inefficiency, might blind himself and others to the fact that these evils did in fact exist, and that it was our first duty to remove them.

"Avoid Boost and Blah"

Mr. T. S. SIMEY (acting editor "Local Government Chronicle"): Courageous and frank criticism of local government administration in the Press and elsewhere should be encouraged. We must avoid "boost and blah," and never make statements which could not be justified.

Mr. E. SWANN (Edward Swann Studio): Publicity should be practical, related to a single and comprehensible theme, and sustained over a long enough period to be effective.

Mr. E. A. HARTILL (Education Department, L.C.C.): Avoid the word propaganda; it smells, and suggests that you are forcing your opinions down the other man's throat. Press publicity should be conducted anonymously, except that leading councillors might have their names associated with it. Adequate co-operation with the Press would prevent the publication of inaccurate information.

The CHAIRMAN: Publicity should always be restrained and accurate. Public relations should not become a screen for bad administration. If the public inquires about large school classes, do not fob them off with tales of good higher education in Wigan.

Replying to the discussion, Mr. Highet emphasised that all public relations must be based on truth. Ill-informed and inaccurate criticism should be tackled and corrected. Mr. Spoor agreed that free and courageous criticism should be welcomed. Many speakers had stressed the need for simple and clearer forms and official correspondence. Could not an attempt be made to put them in Basic English; or could not the Institute of Public Administration hold a competition for better versions?

MONTHLY PAYMENTS

An important consideration

When considering buying on monthly payments it is wise to find out what type of system is offered. Under "Hire-Purchase" systems the goods chosen do not actually become your property until payment is complete. Under Benson's "Times" System the goods become your absolute property, to use or to bestow as you please, immediately on delivery. This is only one of the advantages of this well-tried system, which has been in use for over 40 years. Readers may obtain full particulars upon application to J. W. Benson Ltd., Dept. 'A,' 62 and 64, Ludgate Hill, London, E.C.4. Mention "Local Government Service" when writing.

LOOK THROUGH THIS LIST

When choosing presents

For Men. A pocket watch and chain; a wrist watch; a cigarette case or lighter; a penknife or pencil in gold or silver; silver-backed hairbrushes; a travelling toilet set; cuff links; dress studs; a key chain; a signet ring; a tiepin; a cigar cutter; a shaving mirror; a silver inkstand; a silver tankard.

For Ladies. A brooch, bracelet, or other jewellery; a ring; a powder compact; a dressing table set; a scent spray; a powder bowl; a fitted travelling case; a manicure set; a silver tea set; cutlery or plate.

Special terms for any of the above are offered by J. W. Benson Ltd., Dept. 'A,' 62 and 64, Ludgate Hill, London, E.C.4, who will send catalogues to those who mention "Local Government Service."

A REMARKABLE MACHINE

Benson's of Ludgate Hill are testing watches on a remarkable electric watch rate recorder. The beat or "tick" of the watch escapement is "picked-up" and recorded on a graph over a 30-second period, showing the exact timekeeping rate of the watch under test. The watch is tested in various positions, so that it may be adjusted for true timekeeping in actual wear.

A FEW weeks ago I should have commenced this article on a much more definite note than I intend to adopt now, as one of the most experienced writers on Bridge recently emphasised the necessity for players to have a clear understanding of the significance of a pre-emptive bid of 3 or 4. His wide knowledge of tournament play evidently brought home to him the difficulty of appraising the significance of an initial bid of, say, 3 Hearts by an experienced partner, whose type of play was not well known to him. Does it mean that the Heart suit is absolutely solid, with, say, A, K, Q, x, x, supported by 1½ or more other Honour tricks; or does it indicate a holding of 2½ to 3 Honour tricks with 7 Hearts headed by K, J?

I must, therefore, approach this problem on the basis of general principles, which may assist those less experienced in representative play.

Pre-Emptive Bids

The view of the majority of the experts can be expressed as: "An opening bid

Which of these
SOLID GOLD
Benson watches
is YOUR choice?



Man's Solid 9ct Gold wrist watch
Crocaille, morocco or pigskin strap
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NAME.....

ADDRESS.....

L.G.S., March.



SPECIAL DISCOUNT TO
LOCAL GOVERNMENT
OFFICERS.

Post Coupon for details.

BRIDGE

By Neville Hobson

CONTRACT COURSE.—5

of 3 Hearts says, in effect, 'Partner, this must be our suit, and if you hold one Honour trick, raise me to Game, regardless of your Trump holding. I have approximately 3½ quick tricks and expect to take eight tricks with Hearts as Trumps.'

Long Broken Suits.—This principle would justify a bid of 3 Hearts on such a holding as the following: S. A, x; H. K, J, 10, x, x, x, x; D. K, x; C. x, x; but this is the type of hand which should not be bid in this manner unless partners know in advance whether a pre-emptive bid of 3 Hearts or 3 Spades is limited to a solid suit—particularly as a bid of 2 normally indicates 3½ Honour tricks and a strong suit.

Minor Suits.—It is necessary to emphasise the fundamental difference between pre-emptive bids in Major and Minor

suits. In the former case, a bid of 3 can often be made into 4—with only a singleton Trump or a worthless doubleton—and a good prospect of game, given an Honour trick or two in the hand.

As, however, 5 tricks are necessary for Game in Diamonds or Clubs, a pre-emptive bid in either of these suits should rarely be made. Mr. Manning-Foster and other writers are inclined to suggest that a pre-emptive bid of 3 of a Minor suit should be reserved for an absolutely solid suit of 5 or 6 tricks, with an outside Ace or equivalent. This gives a reasonable expectancy of getting in and running off the Minor suit and encourages the partner to take it out into No Trumps.

If, for instance, I hold S. A, x; H. x, x, x; D. K, x; C. A, K, Q, x, x, a bid of 3 Clubs should indicate to my partner 6 or 7 set tricks in No Trumps, so that if he has a reasonably distributed hand with one or two stops, he should do everything in his power to bid 3 No Trumps and rely upon filling the main gaps sufficiently to enable 9 tricks to be collected.

A.R.P.

At all costs, the people of London must be defended, and they shall be defended at any cost. First of all, every householder must be compelled to lay down a good cellar containing, amongst other things, gas masks, and must encourage all members of his household to familiarise themselves with the correct use of such cellars by every possible means.

To each householder—not engaged in active A.R.P.—must be issued the following manifesto:

PROCEDURE DURING GAS ATTACK

At the first warning of an air raid:
Go into a private apartment and thoroughly decontaminate yourself.
Get the Illuminated Address on A.R.P. supplied by his Majesty's Government and read directions slowly and audibly to assembled household.
Cut up enclosed pieces of paper into strips 2 ft. 2 in. by 4½ in.
Thoroughly distemper all walls, ceilings, dogs, etc., with two coats of paint.
Spray all carpets. Paste all walls, wives, and thoroughly re-point.
Retain sufficient wind up to clear the air.
Get the cat in.
Rid your mind of all thoughts of escape.
Turn out all lights and thoroughly inspect black-out.
—From "Outside Britain," by Dower and Riddell.

Overheard

"My husband is one of the A.R.P. corpse."

Printer's Error—or the Best Kind of Insomnia

The moon was full. A gentle murmur



came from the brook. Strange whiskers kept her awake.—From a Serial.

The Almighty Advertiser

Father (to his young daughter who had brought an illustrated text back with her from Sunday-school): "What have you there?"

Daughter: "Oh, just an ad. about heaven!"

Letter to a Tailor

(In reply to a bill enclosed, "Please remit by return. 51st Notice.")

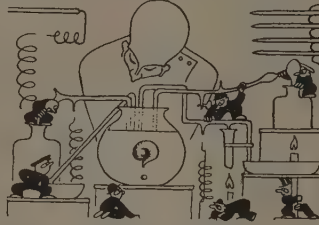
"Dear Sir,

"I do not remember ordering a suit such as you mention. If I did order it, you certainly never made it for me. If you did make it, I never got it. Furthermore, if I got it, I must have paid for it. And if I didn't, I can't."

AT RANDOM

By "HYPERION"

Humanity as a whole is like a giant inventor in an infinite laboratory,



distilling in his retorts the man of the future.—Andre Maurois.

Ideological Cows

I hear that the following set of political definitions is now gaining currency in the City:

SOCIALISM: You have two cows. You give one to your neighbour.

FASCISM: You have two cows. You give both to the Government. The Government gives you part of the milk.

NAZISM: You keep the cows and give the milk to the Government. The Government sells part of it to you.

COMMUNISM: The Government shoots one cow, it milks the other and pours the milk down the drain.

NEW DEALISM: The Government shoots one cow, it milks the other and pours the milk down the drain.

The Ministry of Agriculture's attitude is said to be: "You have two cows. The Milk Board says this is too few to count." —"Peterborough" in the "Daily Telegraph."

Unideological Sheep

A Bolshevik, preaching Communism in a Rumanian village on the Russian border, picked out an old man to whom he could address his questions. His catechism ran like this:

"Suppose you have two cows, you keep one yourself and give the other to the community. Do you agree?"—"Yes."

"If you have four horses, you keep two and give two to the community."—"That is very good."

"And if you have eight sheep, you keep four and hand over four."

The Rumanian shook his head and the Bolshevik grew angry at his stupidity. Then the old man explained:

"I have no horses or cows, but I have many sheep."

—From "Romanian Furrow," by D. J. Hall.

More "Howlers"

An oboe is an American tramp who plays in a B.B.C. Dance Band.

Prevailing winds are winds that always blow when other winds have stopped blowing.

Every dentist likes to have L.S.D. after his name for then he is a real dentist and can do anything he likes with you.

Conferences

All conferences without exception are a howling success until they meet.—Claud Cockburn, in "The Week."

Joke Found in "Blue Book"

"The power to legislate, when delegated by Parliament, differs from Parliament's own power to legislate. Parliament is supreme and its power to legislate is therefore unlimited. It can do the greatest things; it can do the smallest. It can make general laws for a vast Empire; it can make a particular exception out of them in favour of a particular individual. It can provide—and has in fact provided—for the payment of old age pensions to all who fulfil the statutory conditions; it can also provide—and has in fact provided—for boiling the Bishop of Rochester's cook to death."—From the Report of the Committee on Ministers' Powers.

From a Methodist Hymn Book

My mind on pleasant subjects dwells
Damnation and the dead.

"The Ills We Have"

"Behind all this, and any amount more which anybody can have who wants it, there is the vague-seeming but rationally impregnable background-argument, provided once more by age-long experience, that change is rarely for the better, and that continual change, for the sake of changing, will certainly sometimes, and probably often, be for the worse. The goods you have are real, and the ills, in all probability and experience, to a large extent imaginary—certainly bearable in that they have been borne. The goods that are to come may, and by experience to a large extent will, be imaginary, and the ills very real indeed."—From "A Scrap Book," by George Saintsbury.

Electoral Clean-up

I intend to make politics so clean that little children will be able to skip unharmed



in our voting places.—Mayor La Guardia of New York.

Political Proverb

The strength of China lies in her weakest Chinck.

The Officer at Home

"The brisk tale of a small-town snob who becomes a callous murderer—a vivid picture of a local government clerk's life." —"Daily Mail" description of its "book of the month," "Every Creature of God is Good," by Alan Gould.

All There

Last Friday evening he gave the second lecture in the new series. His subject was "Public Nuisances." There were about eighty present.—Weekly Paper.

Memorandum.

TOWN MANURE

A small subcommittee be appointed to deal with this matter, viz. Councillors Smith, Jones, and Robinson.

Thirsty Work

A wealthy old lady was interested in the slum clearance and overcrowding problem, and went to visit a London area. A sanitary inspector volunteered to show her



round. Towards the end of her tour, saddened and shocked by what she had seen, the old lady murmured: "What sewers!"

To which the inspector replied, with a sigh of relief: "Thank you, mine's a Worthington."

MAYOR'S CORNER

Councillor's Expenses

"The social aspect of the Mayor's position is well illustrated by the Records. He was expected to keep open house during his period of office, and was often paid a salary to enable him to do so. When in 1535 Robert Alanson, a poor but popular man, was elected Mayor of Lincoln, the Council granted him "a tun of wine or £4 to buy it with" . . . "for he has many acquaintances and much resort is likely to put him to great cost." In 1545, the Council decided "to pay the late Mayor the usual allowance, although he and his wife did not use such housekeeping nor wear such apparel as they ought."

Duties of a Sheriff

A charter of Charles the Second, dated November 5th, 1664, ordains that the "Bailliff and Brethren of Lichfield" shall annually on the feast of St. James, July 25th, elect "one of the citizens and inhabitants of the city (not being already one of the Brethren) to serve the office of the Sheriff of the City and county of Lichfield." If the citizen elected refuses to serve, the Brethren have power, at their discretion, to fine him, to commit him to prison till the fine is paid, or to exclude him from all the privileges of the city. If, however, he accepts election, he is bound, under pain of "fine and americiaments at the direction of that body" to "perambulate the boundaries of the place." This custom has been kept up since 1664, and is still observed with full accompanying ceremonial.

"Debate"

"All right. Brast off," replied Alderman Sellers when the Deputy-Mayor (Councillor Hawkinson) ruled him out of order at the Glossop Council meeting on Wednesday night.

Alderman Buckley: I object to Alderman Sellers making these remarks. They are unseemly. Blast off.

Alderman Sellers: I didn't say blast off. I said brast off.

Alderman Buckley: I object to that. Alderman Sellers: There is nowt in that. If you say nowt worse than that, you will do.—"Glossop Advertiser."

Foreign Affairs

For the Duce's delirious ideas,
We can offer but two panaceas;

Either give him Gibraltar,
Suez, Cyprus, and Malta—
Or a kick in the Pantellarias.
—Sagittarius in "The New Statesman."

Pertinax's

Obsession with a certain axis
Makes him think the British Empire much
more robbable
Than is at all probable.

—Christopher Hollis.

Local Government Post-Bag

Dear Sir,—Very sorry to trouble you I have a complaint to make against my nextdoor neighbours . . . Juish People and have several Jue men, lodgers, living there and they through over into my garden orange pips and apple pips and also dirty shaving paper, refuge in brown paper and all sorts of dirty rubbish and I have also through it back again and she still does it again. . . . She is a very loud Juish Woman and I cannot speak to her. Thanking you very much, Sir, if you will kindly see into it for me.

My Grandma is coming to visit us again at Xmas, and asks if the great heap of road sweepings has been taken away from near the house, and always blowing into our house over two years, and council carts and horses going bye every day could have taken it away. Do please have it removed before you go on pension. Grandma



thinks you must be one of the old local board workman one time please take it away before people say heaps of sweepings are to be seen all over Mirfield.

Merry Xmas. Kisses from Julia XX
Mr. Road Sweeper foreman
in charge of road sweepings Road Side
heaps
Local Board Offices
MIRFIELD.
Near Jimmy Timners.

Postcard Received in a Motor Taxation Department

Dear Sir,—I am to inform you that I duly received your p'card wherein you inform me that someone informed you that Motor Vehicle C.U.—had been transferred to me.

I am further to inform you that whoever informed you, did, in fact, correctly inform you.

Moreover, I personally informed —, who informed me that they would inform you on the 13th inst. Further — inform me that they have informed you. I therefore trust that you are truly and adequately informed.—Yours faithfully.

Debtors All

"We owe a great deal to our local government" declares a publicist. The trouble is that sooner or later we shall have to pay it.—Punch.

The Children's Chance

"Because they are unable to keep pace with Central Europe's changing boundaries, the United States Board of Edu-



cation has decided to suspend the making of maps of the Eastern Hemisphere for school children."—News Item.)

Since Nazis now demolish
The maps of yesteryear,
The Board will just abolish
The Eastern Hemisphere;
Which infants' neath instruction
Should welcome as a plum—
It means one glad reduction
In their curriculum.

For them at least is lifted
One burden known of old;
One shadow has been shifted
One nuisance is controlled.
Since Hitler to cosmography
Imparted (splendid chap!)
The jog that jogged geography
Off half the giddy map!
—Lucio, in the "Manchester Guardian."

Brevities

We learn from history that we learn nothing from history.—Hegel.

Middle Age: When you begin to exchange your emotions for symptoms.—Irvin S. Cobb.

The extreme penalty for bigamy?—Two mothers-in-law.—Lord Chief Justice Russell (U.S.A.).

Anticlimax Department

"He said he loved me and respected me because I was so nice. He asked me if I would marry him and I told him yes.

"He kept on suggesting that he rent an apartment for me, and I finally let him

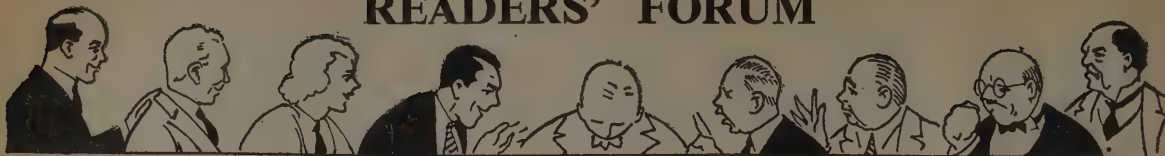


get one. It cost \$225 a month. Believing we were going to get married I moved into the apartment. I gave up my friends and took care of his lumbago."—From the "Daily Mirror" (U.S.A.)

"A woman comes into a man's life like a ray of sunshine."

"Yes—and goes through his pockets like a streak of lightning."

READERS' FORUM



OFFICERS AND THE PUBLIC Defending Social Services

A letter of mine appeared in the September number in which I urged the closer identification of N.A.L.G.O. with the defence of the social services. Your editorial note to my letter explained that we did pursue this policy "much of it conducted without direct association with N.A.L.G.O."

This policy of anonymity seems to aim at appealing to the large inarticulate body of unorganised public opinion. While this is praiseworthy enough I think it is equally important that we should establish good relations with organised bodies of public opinion, for organised opinion is the really dominating factor in making our country's social policy. Specifically, this means that trade unions, co-operative societies, and similar bodies with a general bias in favour of bigger and better social services as a primary feature of national policy—secondary not even to armaments—should be persuaded that N.A.L.G.O. is a stalwart defender of this policy. If this is not done, our general education of unorganised opinion will be nullified.

I have in mind a concrete example of what I am suggesting, although it does not refer directly to social service defence. The members of the Glasgow branch decided that their funds ought not to be placed with a bank whose conditions of employment were such as could not be used in a statement in support of better salary scales in Glasgow corporation. The funds have now been transferred to a bank where more favourable conditions exist.

This action received favourable mention in the journal of the Scottish Bankers' Association, in which over eighty per cent of bank employees in Scotland are organised. Although the formal reason for the transfer was wrongly stated, the fact remains that a powerful organisation, affiliated to the Glasgow Trades Council and the Scottish Trade Union Congress, is now favourably disposed towards N.A.L.G.O. This is my conception of good and effective public relations policy. If this conception conflicts with N.A.L.G.O.'s non-political ideals, then we must consider whether these ideals are actually related to the facts of the hard real world in which we live and whether or not some re-adjustment is necessary. The lowly paid rank and file officer, without prospects, is compelled to be realistic about this matter.

J. S. COVENTRY.

104, Pitlochry Drive, Glasgow, S.W.2.

Enthusiasm the Foundation?

Undoubtedly the most important stone in the building of good public relations is that each officer should himself act as a public relations officer.

It is advocated that he should be a

salesman of local government. He must, in his public contacts, advertise its importance to the community.

Before a person can become a successful salesman, he must have a thorough knowledge of the goods he has to sell. He must be interested in them, and enthusiastic about their value.

I am afraid that these necessary conditions are not satisfied by the vast majority of officers. Too often, no encouragement is given to the young officer to pursue his studies of local government. Too often does his work meet with little or no encouragement.

The result is a body of men dissatisfied with their lot, frustrated in their aims, blind to the noble nature of their work, and dead to the great possibilities of the Service.

Until such a state of affairs is remedied, all efforts to produce enthusiastic public relations officers must fail.

"HORATIO."

Improve the Service First

Having read the article, "Is Public Relations worth while?" I would like to remark that before our voices proclaim propaganda to gain public opinion certain staff matters should be rectified, thereby ending a great deal of dissatisfaction.

Is the public aware that influence plays a large part in the life of an officer? Appointments are not always made in a genuine manner, freemasonry is rife, and applications for advances do not always receive due consideration. Apparently one has to be "well-in" to obtain an advance. To be "well-in" one must either have influence or be a senior's confidential "tell-tale." The public believes that appointments are made without distinction. I wonder if they are.

Too many relatives and friends have been pushed into positions to offer genuine cases much incentive to "paddle their own canoes."

Is the Service really so corrupt that joining organisations where one can meet senior officers plays a great part in one's career? Or am I, as a junior clerk, forming a miserable outlook?

Before making application for a position outside the corporation I would appreciate the opinion of other members.

"VOLTS."

JUNIOR'S "PLIGHT"

Holidays, Security, and a Pension

"Pro Bono Junior" contrasts his salary of £150 a year at 25 with that of his friends; first, a traveller earning £3 a week with commission, then a labourer aged 18, earning £2 a week.

Has he thought of his holidays with pay compared with the holidays of his friends with neither pay nor commission? If he is off duty through sickness his pay and his

job are still sure, which is not so for either friend. He pays only a portion of his pension, but both his friends have to provide fully for their old age. Anyway, if he is capable, he can apply for other work.

N.A.L.G.O. might be able to help, but local conditions have a great deal to do with salaries, and ratepayers have many burdens at the present. This is written by a fully qualified state registered nurse who has had to pass examinations and had very little spare time.

"S. R. N."

Better Prospects in the Service?

With his superior qualifications, the remedy for "Pro Bono Junior" appears to be a simple one. Perhaps, however, he visualises the time when, whilst one friend is still earning £3 a week and commission and the other possibly £2 10 0 a week, he will be fairly comfortable on £300 or £400 a year.

"UMPIRE."

IS STUDY WORTH WHILE?

Little Aid to Promotion

I agree with the view expressed in November "Notes and Comments" that local government service still offers little inducement to the student.

I have found that a wide knowledge of one's work is not an asset in obtaining promotion. It is true that the chief of a municipal department does both appreciate and encourage the officer who extends his knowledge by study, but unfortunately it seldom happens that the chief is in touch with the zealous student when vacancies occur. He is more often guided by the recommendation of a subordinate "boss" who places the names of personal favourites to the front.

Surely it is time that N.A.L.G.O. made some representation to departmental chiefs in this matter for the benefit of its members.

I have found that the usual "district chief" of the old school does not possess any diplomas, his position having been obtained by service only. He does not, therefore, favour those members of the younger generation who, through self-denial and studying, obtain documentary evidence of their qualifications, and have at least the right of consideration as well as their more favoured colleagues.

"LIVERPUDLIAN."

A PROMOTION PROBLEM

Internal or External

The N.A.L.G.O. model conditions of service advocate all posts being filled from "within the service of the authority"; only when it is not possible adequately so to fill a vacancy should it be advertised.

Were this recommendation to be generally adopted without limitation the result would be anything but beneficial to the Service as a whole.

If I remember rightly, one of the principal arguments put forward by our Association for compulsory superannuation was that it would make for freer movement of officers from one authority to another, thereby enabling officers to gain a wider experience than would otherwise be possible.

I submit that in practice "within the service of the authority" would frequently be interpreted "within the service of the department"; and that, without open competition for the higher posts when vacancies occur, luck and not efficiency would play the greater part in an officer's career. If he were fortunate enough to be in the service of a department or authority when several of the senior officers were due for retirement he might rise rapidly; on the other hand, if there were no deaths or retirements he might waste the best years of his life waiting for dead men's shoes.

What do other members think?
RUTH LATHAM.

Town Hall,
Bexhill-on-Sea.

APPOINTMENTS PUZZLE

Terms of Advertisement Ignored

During the past few months I have been selected for interview on three occasions, in connection with such posts as finance and rating officer, to three different rural district councils. It is remarkable that in each case the person appointed was a man previously employed by a county borough council, and in two cases the successful candidate confessed to having no previous experience whatever of rural authorities' accounts. Some of the unsuccessful rural district men had better qualifications.

What then was the deciding factor? Was it personality, or a feeling that experience with a larger authority was more valuable than actual experience of the job required to be done?

Another interesting point is that in another case a rural council appointed a person who held no qualifications whatever—not even the intermediate examination—although the advertisement distinctly stated that candidates *must* have passed the final examination of the Institute of Municipal Treasurers and Accountants.

It would appear that many appointments are made not complying with the terms of the advertisement in qualifications or experience, and it is highly desirable that instances of such procedure should be dealt with by the Association if it is agreed that this is an unfair practice.

"ACCOUNTANT."

Key to Local Conditions Needed

It has often occurred to me, when looking over advertisements for appointments, how little the prospective applicant knows about the conditions surrounding the appointment. The advertisement tells him only the duties he will be expected to perform and the salary he will receive.

What about such important items as the cost of living in the particular district, the cost or rents of houses, office hours, holidays, and service conditions generally? The applicant is, in many cases, ignorant of any of these facts. Often he does not find out until he has started work. Thus, he must take everything on trust, in the hope that it will prove satisfactory.

It should not be difficult for N.A.L.G.O. headquarters to obtain from branch secretaries information on the lines I have indicated and to summarise it for the benefit of members. In so doing I am convinced headquarters would be doing us a real service.

ARTHUR CLITHEROE.
Town Hall, Bolton.

FUTURE SUMMER SCHOOLS Why Not One in London?

Summer schools have, for some time now, been a successful feature of the N.A.L.G.O. educational programme. Their success must soon cause the question to be raised as to the addition of a further school. May I, therefore, suggest that London is suitable as the venue for such a school.

Easily accessible from all parts, London has, moreover, many hostels which would be suitable as a temporary residence for the students attending. Many places of great interest to public officials could be visited and studied at first hand. The Houses of Parliament, the Courts, the Ministries, and the London County Council establishments are examples which readily come to mind. Lecturers would not be put to the inconvenience of travelling—for lectures could be given at the places visited—and they would be more easily obtained.

N.A.L.G.O. Headquarters could be visited and short talks delivered by the secretaries of the various sections on their share in the activities of the organisation. Discussion following such talks would prove useful both to the lecturer and to the students. A greater interest in N.A.L.G.O. itself would probably follow from such a visit, with benefits ensuing in the form of more officials taking a keen interest in the aims of N.A.L.G.O. in their own districts.

I would welcome the views of other readers.

JOHN P. LEWIS.

OFFICERS ON THE COUNCIL Should Election be Barred?

On page 370 of the December number you asked: "Why is it that retired local government officers so rarely engage in the work for which experience has best fitted them, by seeking election to local councils?"

You then refer to the "success" of Mr. Richards as "a happy exception to the regrettable rule." Why happy exception, and what is the rule to which you refer? Furthermore, why does Mr. Richards get the prominence of an editorial par. and my friend Gee's "success" get tucked away in a small par. on page 398? But don't bother to answer.

Let me commiserate with Messrs. Richards and Gee that retirement apparently offers so little to them, and that they have no better use for their time than having "a busman's holiday." I would like to see municipal officers barred from becoming members of any municipal body. This would save enthusiastic but misguided individuals from themselves and induce them to retire in the full sense of the word, and to devote their time to healthy enjoyment of the joys of superannuation. In my opinion, an official cannot sit on one side of the table for many years and then switch over to the other side, however fair-minded he may be. Should he make a criticism affecting an officer in a similar position to (continued on page 92)

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MINSEC CO., Newport, Mon.

FOR
COBHAM TRADING Co.

See Adverts on Page 91 and x

(continued from page 91.)

the one he occupied he is suspect, however honest he may be. Should he support the staff, he is partisan.

I believe that councillors should be regarded in the same light as a jury. The officer, expert in his own sphere, should supply all necessary technical information and advice, leaving the councillors to deliver their verdict. A retired expert does not fit into the scheme of things.

It would take too long and is beyond my capacity of language to develop my views on this subject fully and properly. Apart from this I hear the whiting are biting well and "Metalgo" merely awaits the starting handle.

FRANK R. FINCH.

The Retreat, Horse Lane,
Shaldon, Teignmouth.

PRIVILEGE TRADING Should it be Localised?

Why our Association, and others, have special facilities for purchasing goods at a discount is easy to understand. A firm dealing with a local government or civil service official can be satisfied that any agreement made can be substantiated, because such people must, like Caesar's wife, be above suspicion. In addition, recommendation in a big office leads to further orders. This principle might be accepted but for the reason that the great proportion of such trading is done by firms in London or other large centres, in most cases away from the town where the purchaser resides.

It must be remembered that a local government officer gets his living for work in a particular area, and as an employee of the ratepayers of that area. While I agree that he is at liberty to spend his money where he likes, it seems to me that, as a matter of principle, he should support the area in which he works. His job is, in however small a way, to assist in the development and efficient administration of his locality. By taking advantage of privilege trading, by post or otherwise, he is defeating the object for which he works.

Apart from his professional responsibility, there is his civic duty to promote the interests of his town. He cannot do this by placing his custom elsewhere. It is to his benefit to promote the growth and commerce of his locality, which would bring in its train more and better posts for himself and others of his kind.

I appreciate that N.A.L.G.O. has acquired these privileges of trading so that the officer shall enjoy equally with other associations any advantages which, as a body, he can so obtain. My aim is, therefore, to get the method of trading stopped by all such organisations. I am sure that in every town an efficient tradesman will be found who will realise and acknowledge by some system of discount the advantage of trading with a local government official, though it is not possible, under present competitive trading, to obtain perhaps so large a reduction of price from the small trader. It should be remembered, however, that this small trader provides much of the wherewithal for local administration, and it is only fair to say that, but for his enterprise, many of our cities and towns would still be villages. The cessation of privilege trading should do much to help restore the community existence and make many of our towns and cities self-supporting. D. L. R.

PROBLEM OF REFUGEES Unemployment not Aggravated

As comment upon the letters of Messrs. Meatyard and Dark in the February number, will you please publish the following statements made recently by the highest authorities.

Sir Samuel Hoare, Home Secretary, said in Parliament that it was possible, by a policy of selection and control, to admit a number of refugees without aggravating the unemployment problem. Some foreigners had started new industries, which had given employment to substantial numbers of our own people. Of the 7,000 refugees admitted during the past seven months, about one half were children.

Earl Winterton, Paymaster General and Chairman of the Evian committee on refugees, stated that refugees from Germany were not allowed to compete with British labour. Factories set up by refugees had given work to at least 15,000 British people. Refugees had introduced designs, inventions, and processes of the greatest value to British trade.

The National Unemployed Workers' Movement, in conference at Blackpool in January, passed a resolution which declared that it was sheer humbug to pretend that the plight of the unemployed was made worse by refugees. It was stated that the unemployed were not asking for charity for themselves, but were giving what they could to provide for the refugees.

I am informed that Mr. Dark, who gives Ealing as his address, is not a member of the Ealing branch of N.A.L.G.O. Had he been a colleague known to me, I would have asked him to consider the interesting possibility that he may be a direct descendant of a family of refugees—surname "d'Arc"—who fled from France when Jeanne d'Arc met her tragic end!

I wonder how Mr. Meatyard recognises a Jew. Can it be that Jews alone wear hats or spectacles? What of the town crier shown in the picture? Is he a Jew, or not? I find it impossible to decide.

JAMES M. CHESTER,
Member of Ealing branch executive.

"Misguided Sentimentality"

N.A.L.G.O.'s action in subscribing 100 guineas to Lord Baldwin's Fund for Refugees is, in our opinion, the misguided result of sentimental rather than rational thinking. The question of financial assistance to Jewish refugees is a matter which the Jewish race itself is well able to undertake. In Great Britain the number of people in need of assistance is more than ten times that of Jewish refugees. Only recently we were informed by eye-witnesses that children are running in the streets of one town in the Midlands wearing sacks for clothes. Surely, if N.A.L.G.O. has funds to spare, the alleviation of distress among British people is a more desirable way of utilising them than pouring them into the already overflowing coffers of the Jewish fraternity.

Furthermore, we are certain that if closer consideration were given to the course of events which led to the expulsion of Jews from Germany, the majority of N.A.L.G.O. members would realise that the Jews brought it on themselves, and

would support us in our contention that they should get themselves out of the mess.

J. O. EVANS, E. F. COMBES,
B. W. R. LUXTON, S. L. CLARK,
E. T. JONES, C. A. POWELL.

Council Offices,
Purley.

A Question of Diplomacy

At a meeting of the executive committee of Paddington branch on January 12, attention was drawn to a report appearing on page 37 of the January number of LOCAL GOVERNMENT SERVICE, reporting a resolution passed by the Fulham branch.

After discussion, the following resolutions were passed unanimously:

That this branch executive committee is of the opinion that, having regard to the Association's keen desire to secure better public appreciation of the work of the local government officer, no useful purpose is served by branches expressing publicly their opinions upon questions of politics, and deploring that the Fulham branch should have deemed it prudent officially to forward expressions "of their profound horror at the recent acts of oppression" to the Press and to the German Ambassador; and

That a copy of this resolution be forwarded to Headquarters.

C. F. ROBINSON,
Honorary secretary.

Paddington.

N.A.L.G.O. PEACE SOCIETY Are You Interested?

From numerous letters in your columns recently it appears that it may be a useful suggestion that we should follow a recent move made by the C.S.C.A.

This body has formed a Peace Society, and I think a great deal of practical work may be done in this direction. If members care to communicate with me, through you, perhaps we can get down to some concrete scheme.

"PEACE MERCHANT."

Officers Can Sway Public Opinion

There is a pressing need for a more international outlook amongst the people of all nations if the cause of peace is to prevail.

A great opportunity rests with the members of such associations as N.A.L.G.O. to lead the way in this direction. It must be admitted that, whether or not we think it should be so, local government officials do, by their own attitude, exert a considerable influence upon the course of public opinion, and it would seem that we as a body are insufficiently conscious of our responsibility.

The suggestion in the third paragraph of "G. S.'s" letter in the December number deserves unqualified support, and I do not think that it could be accused of being in any sense political.

May I suggest that a practical method of showing our immediate interest in and enthusiasm for the cause of peace is by encouraging and engendering on as broad a scale as possible, the National Petition for a New Peace Conference now being sponsored by the National Peace Council, of 39, Victoria Street, S.W.1, from whom particulars and forms may be obtained.

R. H. EVELEIGH.

52, Briarwood Drive,
Northwood, Middlesex.

They didn't badger us



Three hundred and sixty-five days of married life — and a “tiff-less” record. Congratulate us everybody.

Mind you, we're not saying that we've not been fortunate. Take the home for instance, an absolute snip. Talk about “The Good Earth”—it's been a jolly good “earth” for us. One which we could not have done without.

And, don't forget it's all our own. They didn't badger us into paying rent and making the place pleasant and liveable for someone else's benefit. We may be selfish but that's where we draw the line.

You, too, will find it more pleasant to have a house of your own—less expensive and less wasteful. Remember that the Nalgo Building Society can advance 100% in approved cases. Interest charged is only $4\frac{1}{2}\%$ or $4\frac{1}{4}\%$. It's worth getting in touch with your local correspondent or writing direct to:

NALGO BUILDING SOCIETY

24, Abingdon Street, London, S.W.1



FROM MY BOOKSHELF

By Jonas Praps



Before and After Munich

EARLY in 1935, Commander Stephen King-Hall published a long account of the years since 1913. This has been revised and issued in an abbreviated form in one volume entitled "Our Own Times, 1913-1938: a political and economic survey" (Nicholson, 12s. 6d.). It is a valuable digest of the period.

The busy man, anxious to obtain a clear and unbiased view of the European situation resulting from the Munich settlement, cannot do better than read Graham Hutton's "Danubian Destiny" (Harrap, 7s. 6d.). You find neither recrimination nor criticism for party political purposes, but a plain straightforward evaluation by one well qualified for his task. After outlining the "new Danubia," its peoples, communications, and strategic factors, he deals with the economic factor, in particular the Reich's great gains, finally assessing the political worth of the changes in frontiers. The following is significant: "It is not generally realised that since 1938 there is no country beyond Italy and Germany which can communicate by rail, road, or river with Western Europe without crossing a part of Germany or Italy."

Restored Limbs

Some twelve months ago Dr. George Sava gave us "The Healing Knife" a volume of surgical experiences. This month we have his second book, "Beauty from the Surgeon's Knife" (Faber, 8s. 6d.). It is a fascinating record of his researches in plastic surgery—by no means a modern development in healing—principally in Paris. Although there are some technical details, it is a gripping study of the correction of deformities of hand, nose, and knee. The writer adds the human touch with some account of the patients and their varying reasons for seeking his aid—some business, some family, some vanity.

Exciting Experiences

For sheer adventure read "Headline Hunter," by Dick O'Connor (Long, 10s. 6d.). Told a year or so after the War that he had only six months to live, O'Connor is still at work seeking adventure for news stunts in America. He does not wait for it to come his way, nor does he shirk danger in his eagerness to get it. Dope rings, racketeers, gangsters, feature in this astonishing record.

"Gold Nugget Charlie," whose real name is Charles E. Mason, has had an adventurous life which began with running away from home at the age of fourteen. The story is told by Frances Lloyd-Owen (Harrap, 10s. 6d.). Mason became a soldier, was captured by Indians, and lived with them for some time before escaping. He made and lost fortunes gold-digging before and after the great rush. To me,

his trapping excursions and his solo sledge journey to the Arctic coasts are the most enthralling of his experiences.

Barrett—Bligh—Henry VIII

"Charles Laughton and I" is the lighter intimate and personal type of biography, by his wife, Elsa Lanchester, (Faber, 8s. 6d.). It tells of his days at Scarborough, his first acting failures, his great successes, and his recent work in the film world. The book is delightfully illustrated and charmingly written.

N.A.L.G.O. HOLIDAY CENTRES

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What's New in Fiction

Wellsease of the best type is "The Holy Terror" (Joseph, 8s. 6d.). Mr. Wells creates so advanced an exponent of super world fascism in his hero, Rud, that he seems bound eventually to kill him off. It is all done in clever satirical writing. Rud, "born with the idea of 'serving people out'" and "a natural-born killer" fights his way to leadership. Whether we are to take the political development as prophetic or not I will leave my readers to judge for themselves.

Another outstanding novel is "Christmas Holiday" by W. Somerset Maugham (Heinemann, 7s. 6d.). The title refers to the Paris holiday experiences of a young man whose snobbish family do not take kindly to his passion for art. The story is rather inconsequential, its charm and appeal being in the character studies of a youth, his family, a Russian prostitute, and some ex-convicts.

THE BEST AT YOUR CINEMA

What's "On" This Month?

NO matter what your individual taste may be, you are almost sure to find something that you like, if you watch for these films this month:

The Citadel, M.-G.-M., makes fine seeing and demands your attention. You will find plenty in it to think about, due perhaps even more to Dr. Cronin than to Robert Donat or Rosalind Russell. It presents a powerful case against medical "racketeering" and snobbery, both in a Welsh mining village—where local graft makes work as a G.P. almost impossible for newly-qualified Dr. Manson in his fight against an epidemic—and in Mayfair, where he grows affluent and sleek with consultant's fees coming too easily but not too honestly.

You Can't Take it with You, Columbia, refers, of course, to money. Its triumph is in its production—like the rest of Capra's work. Grandpa Vanderhof is probably the hero. At any rate he leads a family of oddly-assorted people in the belief that "fun," as a golden rule in life, is far better than "funds."

The Young in Heart, United Artists, tells a rather unusual story, for a comedy. Miss Fortune—strange, why she has that name—is very rich, and very lonely. The Carletons, a small group of mercenaries, have very little money, and cast longing glances at Miss F.'s substantial pile, but the simple, trusting kindness of that lady converts them into philanthropists. Good acting by Janet Gaynor and Fairbanks, Jun.

Old Bones of the River, General Film.—Another Will Hay adventure that will leave you helpless. This time it is a parody of the Edgar Wallace Sanders group in which Professor Tibbets sets up school in darkest Africa. The scenes in which Mr. Hay powders a black baby with cocoa and spreads tin-tacks in front of barefooted invaders, are not likely to be forgotten.

Men with Wings, Paramount, is the story of aviation. Throughout the film, the great flights of the past are recalled.

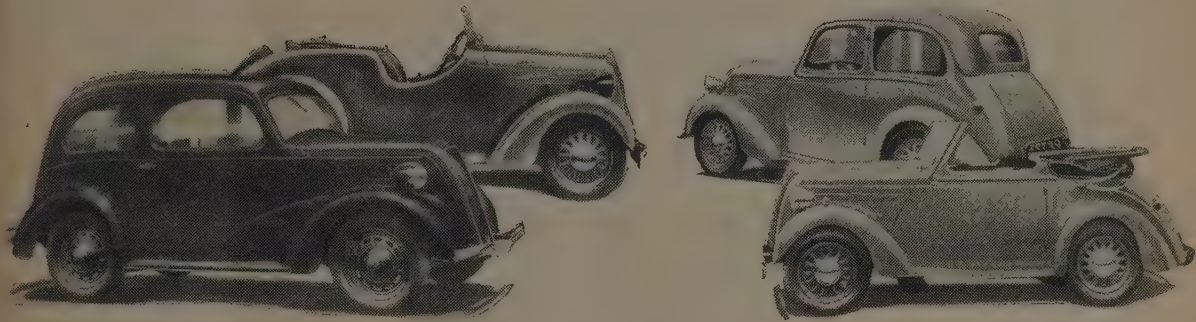
Frozen North, Butcher, comes to us from U.S.S.R. A simple yet gripping story of Russian origin in which a party of six men and a woman doctor are sent by the Government to prospect for tin in the Arctic. They find it, but avalanches, privation, and exposure, take their toll of human life. Conventional romance ending—including the doctor.

THEATRE SEATS FOR 2s. 6d.

For March, members of the Theatregoers Association are to be offered Henrik Ibsen's "A Doll's House," in Marius Goring's production, under the title "Nora," with Lucie Mannheim, Austin Trevor, John Abbott, Harold Scott, Marian Spender, and Joan Kemp-Welch, at the Duke of York's Theatre, and London Mask Theatre's production of Shaw's "The Doctor's Dilemma," with Barry Jones, Stephen Haggard, Ruth Lodge, and Max Adrian, at the Westminster

Members desiring to enrol may obtain particulars from branch secretaries or direct from the Theatregoers Association, Victoria House, Southampton Row, W.C.1.

TAKE YOUR CHOICE—



and NALGO will buy it for you

And why not? Why wait for a new car when you can afford one now? It will help to pay for itself by saving your money on fares at holiday time, and in many other ways, too.

What does it cost? The answer's easy:

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for 18 months ..	£10	18	5
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This would be repaid by			
18 monthly instalments of			
£6 16 7 each			

“little more than if you paid cash down.” Have a look at the example ← and see how easy it would be for you to become a motorist now.

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Please send particulars of the Nalگو Motor Hire Purchase Scheme.

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Nalگو Hire Purchase Scheme

Competitions

BRIGHTER PUBLIC

N.A.L.G.O. need have no fear that its public relations policy will fail for lack of ideas. The January competition, one of the most fruitful we have yet held, produced enough to keep headquarters and local correspondents busy for years ahead.

The condition that suggestions must be outside the present programme ruled out many competitors, who proposed such publicity methods as municipal information bureaux, panels of speakers, research groups, lessons in schools, essay competitions, newspaper articles, and visits to municipal offices. Others had to be ruled out as too costly—such as national Press and poster advertising campaigns, which, to be at all effective, would absorb more than the whole of the Association's annual income. Of the suggestions remaining, the most entertaining were:

A periodical march by each branch through the main streets of its town, carrying banners displaying information on the services available to the public.—R. G. G. (Camberwell).

Municipal balls, organised by branches, the ball room to be liberally festooned with posters and the citizens to be invited to come "in fancy costume attired as any type of Corporation employee—this would make them think!"—J. G. Coy (Margate).

A £500 competition (and entrance fee), the prize to go to the person who listed 10 local government services out of a total of 24 in the order of value and popularity determined by a N.A.L.G.O. committee.—J. P. Lewis (Manchester)

An open invitation, issued with rate demands, to ratepayers to criticise any part of the authority's work and suggest improvements; quarterly ratepayers' meetings to consider the criticisms and suggestions; and co-option of some of the critics to committees and sub-committees.—W. G. David (Cardiff).

A 30-guinea prize for the novel best calculated to "stir the public into a new consciousness of local government"—R. E. Foster (Newport).

Two competitors, E. Broomhead, Mid-dlesbrough, and P. J. Barsby, Long Eaton, make the important point that, in the

How Many Jobs Have You Had ?

How many different jobs, under how many different authorities, can a local government officer hold in the course of his career?

We offer a first prize of £1 1s. and a second prize of 10s. 6d. for the most interesting and varied lists (authentic, of course).

Entries must reach the Editor, Local Government Service, 24, Abingdon Street, London, S.W.1, by first post on Wednesday, April 12th.

Entries for last month's competition—local government cigarette cards—will be accepted up to first post on March 13th.

latter's words, "the root of public relations is in the officer himself."

"If each officer," he writes, "would make it a personal responsibility to see that every ratepayer who comes to the Town Hall is treated courteously and with a smile, is not kept waiting or shuffled from one department to another, and is sent away satisfied and convinced that the staff have his individual welfare at heart, we should hear less about 'these idle blokes with soft jobs.'"

Mr. Broomhead attributes public apathy towards the welfare of the officer to the latter's "lowly conception of his duties" and adds:

"Many consider their service complete when they work from nine to five, instead of taking leadership in the town's affairs, and seeking to influence public opinion in their favour.... Every officer should attempt to supplement his duties by serving the community in some individual way.... When officers cease to bury their talents and the public recognises their importance and authority outside office hours, then will salaries and service conditions advance."

RELATIONS PLANS

Of the other practicable proposals we prefer:

Despatch to each ratepayer, with the rate demand, of a pamphlet giving a "bird's-eye view" of the local authority's activities; the publication by local newspapers of annual pictorial supplements on the work of authorities.—R. Charles, Sheffield.



Here is the cover of the 1939 N.A.L.G.O. holiday guide which contains addresses recommended by your colleagues. Ask your branch secretary to order a copy, price 3d.

A weekly column in the local newspaper in which readers' queries about the authority's work would be answered by the public relations correspondent.—T. G. Barton, Manchester.

Use of shop windows for permanent exhibitions of civic activities, combined with the adaptation of electricity showroom advertisements to publicise local government.—J. Ruffs-Williams, Newport, Mon.

A weekly civic hour from the London television station, in which viewers would visit electricity and gas works, open spaces, health centres, new roads, "keep fit" classes, and so on.—E. C. Coleman, Battersea.

The organisation by branches of N.A.L.G.O. weeks, with film shows, lectures, Press articles, public visits to departments, and a branch dinner, dance, or other social function.—A. L. Goldsmith, Reigate.

FIRST PRIZE

is awarded to an anonymous Edmonton member for this:

Every branch of N.A.L.G.O. to organise a conference of delegates from all organisations (youth and adult) within its municipality. This conference to form itself into a municipal public relations council, which should meet to hear and discuss reports on how the work of the municipality is done, and to find means whereby the delegates can enlighten and interest their own particular section of the community.

The annual conference of N.A.L.G.O. to arrange each year a National Municipal Public Relations Week, culminating in a meeting in London (e.g. the Albert Hall) of as many delegates as possible from the municipal public relations councils from all over the country. The meeting to be addressed by N.A.L.G.O. representatives and others. To make the "Week" locally effective, the municipal public relations councils would be used to organise the people from their home towns in support of the project.

SECOND PRIZE

goes to H. Parsons, Avonmouth, for this: A series of broadcasts, under the title "Mr. Ratepayer Wants to Know," dealing with every-

(continued at foot of next column)

BENNEVOLENCE

or

The Faithful Servant

"IF I had my way, I would put them [corporation employees] all 'into uniform, make them wear bright red jackets, so that as we went about our daily occupations we could see at a glance who was earning his own living and who was being paid from the rates.'"—Sir Ernest Benn.

Are officials always lazy,
Are they, Benn?
Or are you a wee bit hazy,
Busy Benn,
Of the service that's devoted,
With a loyalty that's thorough
By the servant who's black-coated,
In the village, shire, and borough,
To create a life worth living
And a better race of men
Than your laissez-faire's been giving,
Ernest Benn?

Do you think that you'd be willing,
Ernest Benn,
For a score or two of shilling,
Benn, oh Benn,
Say, to run a V.D. clinic,
Or to cleanse a house of vermin,
And be bossed by every cynic
Who can don the civic ermine,
Or arrest a man for killing
And be shot at now and then,
Do you think that you'd be willing,
Ernest Benn?

Teaching children can be gruelling,
Learned Benn,
Rubbing in rate-aided schooling.
Tough work, Benn!
Think of the hours spent in classes
In the uproar and the clatter,
Teaching pululating masses
Modern democratic chatter,
Thus to fit them for their stations
In the world of business men
And to read the publications
Of the Benn!

You may put them in red jackets,
Inky Benn,
And emasculate pay packets,
Thrifty Benn!
But your sneers and feeble excuses
Are a very poor reflection
On the doctors and the nurses
Who must eat and breathe infection,
And what's worse than sewer gases
To the public service men
Is the cant of silly asses—
Chuck it, Benn!

HENRY SHELLEY.

With acknowledgment to G. K. C.

(continued from preceding column)

day problems of citizens in such a way as to give practical information as well as to publicise the work of the local government officer. For example, Mr. Ratepayer might explain that his boy has just told him that he is "sitting for a scholarship examination." He wants to know "how these things are worked, what it's worth, and what will happen if he falls out of work after the boy has, perhaps, been successful in the examination."

Mr. Local Government Officer replies, telling Mr. Ratepayer exactly how "these things are worked."

Such a series would run almost for ever! There are a thousand and one things Mr. Ratepayer doesn't know and wants to!

WHAT N.A.L.G.O. IS DOING IN SCOTLAND

Salary Negotiations, Legal Defence, and Education

A BASIC scale of salaries for female staffs, with the usual conditions regarding educational qualifications, was adopted by the Scottish Whitley council at its first meeting in Edinburgh on January 25. The scale is as follows:
 Juniors aged 16, £35; 17, £45; 18, £55; 19, £65; and 20, £80.
 Adults aged 21 or more, £90 × £10 (2) × £15 (1) — £125.

The question had been raised by a number of local authorities with grading schemes as to whether their scales compared favourably with the Whitley council scales. It was agreed that such scales would not be considered favourable unless they provided for a maximum not lower, at an age not higher, than the Whitley scales.

Hamilton has adopted a grading scheme with a basic scale rising to £185, by £15 a year. There are three other clerical grades rising to £300, two for technical staff rising to £325, and three for females. The female basic scale provides for £104 at the age of 21, the next rises to £130, and the third to £150. Senior officers were also graded, several receiving substantial increases.

Satisfactory scales have been adopted by Gourock, where membership is now 100%.

The divisional secretary interviewed Dundee transport committee on February 13 and opposed a revised recommendation regarding the wages of inspectors. The original recommendation, supported by the Association, to place the Dundee inspectors on the same grade as those at

Edinburgh, had been dropped in favour of a paltry increase of sixpence a week. No adequate reason had been given for this action.

At the executive of the Scottish Council on February 4, recommendations were adopted regarding the constitution of a women's committee, representation on national service committees and, 40 per cent rebate to branches.

Mr. F. G. Peddie, who was awarded compensation under the Rating Act of 1926, and who recently retired on superannuation from the Service, claimed payment of the compensation which had been held in abeyance whilst he held office, but Cupar town council refused to pay. The Opinion of Mr. R. P. Morison, K.C., is that Mr. Peddie is entitled to payment of compensation awarded, and an action is being raised in the Court of Session.

Arrangements have been made to hold a week-end school at Ascog Hall, Rothesay, at Easter, opening on Friday evening, April 7, and continuing till Monday morning. The lecturer will be Mr. A. Lindsay Stewart, M.A., LL.B., of the town clerk's department, Aberdeen. Half the accommodation—which is very limited—has already been booked, and members who desire to attend are urged to communicate with the secretary, J. M. Mortimer, 67, West Nile Street, Glasgow, C.1, without delay.

(continued in next column)

DISTRICT WORK GOES FORWARD

A NUMBER of important decisions were made at recent district committee meetings.

East Midland, at Nottingham on January 28, appointed an area education sub-committee to cover (a) Derbyshire, (b) Leicester, Northampton, Rutland, and Soke of Peterborough, (c) Lincolnshire, and (d) Nottinghamshire.

West Midland, at Birmingham on January 28, formed a special sub-committee to deal with salaries and service conditions.

South Wales, at Cardiff on January 28, asked its executive for a full report on employment of unpaid assistants in the area, and established a salaries sub-committee to assist the Association's national campaign.

North Western and North Wales, at Accrington on February 11, undertook to prepare a memorandum on Compulsory Whitley Councils Bill for submission to N.E.C.

(continued from preceding column)

The arrangements for the summer school at St. Andrews University from June 24 to July 1 are now well advanced. The lecturers will be Professor Fraser of Aberdeen, Sir Wm. W. McKechnie, late chief of the Scottish education department, and Dr. Bowie, of Dundee School of Economics. We would again emphasise the fact that any member of the Association may attend the School. Those wishing to attend should write to Mr. Mortimer.

A.R.V.O. STUDENTS—GET DOWN TO WORK

Enrol Now for the 1940 Examinations

Students wishing to qualify in examinations of the Association of Rating and Valuation Officers should get into touch with the Nalگو Correspondence Institute without delay.

Owing to the revision of the syllabus, examinations in 1940 and onwards will be more difficult than before, and the average student will need to give **14 months** to assiduous preparation.

Officers who wish to qualify are therefore urged to enrol, now, for the May 1940 examination.

New Courses covering the syllabus for the Examinations in 1940 are available, and details will gladly be sent on request.

NALGO CORRESPONDENCE INSTITUTE

24, Abingdon Street, Westminster, S.W.1

BETTER SALARIES FOR THE OFFICER

Progress in Campaign

EVERY month we record further developments in N.A.L.G.O.'s struggle to obtain adequate salaries.

Recent progress, especially in regard to the adoption of improved scales, is shown below:

Salaries

The "deplorable conditions" of officers of the **Pembrokeshire C.C.** staff was exposed by Councillor Hooper recently. He declared that: "There are married men of 26, 27, and 28 on the staff—it is difficult to speak of it with restraint—attempting to exist on a miserable salary of less than thirty shillings a week." He strongly urged that the N.A.L.G.O. proposals for juniors and grade 3 clerks should be adopted immediately and that the joint salaries committee be asked to consider scales for chief, first, and second grade clerks. He criticised the delay which had caused the Association's proposals to be shelved for so long. A motion—which meant the expenditure of only £400 a year—was adopted by the Council. The new scale is:

Probationers £50 × £10—£70.
Grade 3 £80 × £15—£140...£110—£200.

As a result of an application from the local branch, the wages of a number of temporary clerks, aged 24 or over, employed by **South Shields C.B.** have been increased as from December 7.

Following a request from the Association, **Rotherham C.B.** adopted male grades A and B1 and female grades A and B of the West Riding joint council scales, as from April 1. **Ripon and Pateley Bridge R.D.C.** has also been urged to adopt the West Riding scales, and although consideration of this has been deferred, the council has agreed to increase the salaries of several officers.

Improved scales for meter collectors have been approved at **Scunthorpe**.

Port Talbot B.C. has approved a constitution for the joint advisory committee. A certificate of insurance under the Unemployment Insurance Acts has been obtained, and eight applications for salary increases and accelerated increments have been conceded.

When **Dudley C.B.** adopted revised scales in March last year, certain officers continued to receive salaries below the fixed minima. It has now been agreed to place these officers on the minima from April 1.

Wandsworth B.C. has agreed to increase the maximum of the salary scales for baths cashiers from £155 to £165. The present scale is £120 × 9—£165.

Hackney B.C. has adopted the London district council scale, as modified below, to operate from April 1.

Grade D	—£380 × £20—£500
" C	—285 × 15—450
" B	—225 × 15—390
" A1	—255 × 15—300
" A2	—180 × 15—255
" A3	—75 × 15—180

Our request for the re-grading of **Wigan** sanitary inspectors was successful and the maximum of the senior inspector was increased. The chief clerk of the public health department has been raised to grade A, £325—£340, and an increase in grade has been obtained for clerks at Sovereign Road Yard.

A SQUARE DEAL FOR NURSES

Committee Endorses Most of N.A.L.G.O. Proposals

Most of N.A.L.G.O.'s proposals for the improvement of nurses' conditions have been adopted by the Inter-departmental Committee on Nursing Services in its interim report issued last month. The close relation between N.A.L.G.O.'s case and the Committee's recommendations is shown below:

N.A.L.G.O. Urged :

The introduction of a 48-hour week or 98-hour fortnight for nurses.

More adequate salaries, based on N.A.L.G.O.'s national scales.

Relaxation of the present rigid discipline and restrictions in many hospitals.

Compulsory superannuation for all nursing staffs, with provisions for transfer between employment under local authorities, in voluntary hospitals, and in private nursing.

Assessment of the value assigned to emoluments for superannuation purposes at their actual ascertainable value.

A minimum of four weeks' holiday with full pay, and more in special cases.

Setting up of joint council machinery for the adjustment of differences by mutual agreement.

Provision of outdoor and indoor recreational facilities.

Preparation of meals to be under the control of trained sister-housekeepers.

Reduction to a minimum of repetitive manual tasks, by the employment of domestic staff.

Division of the preliminary State examination into two parts, the first to include Anatomy, Physiology, and Hygiene, and, if desired, to be taken before entry to hospital.

The only point upon which N.A.L.G.O.'s proposals and the Committee's recommendations differed materially was in regard to unqualified nurses, known as "assistant nurses." N.A.L.G.O. suggested that their recruitment should cease at a stipulated time. The Committee recommended that they should be given recognised status and placed on a Roll.

After persistent agitation, certain special sisters of **Crumpsall and Withington Hospitals, Manchester**, have been granted the increase of £10 a year as recommended by the Lancashire and Cheshire provincial council and formally adopted by the Manchester Corporation in respect of other nursing staffs.

The Lancashire and Cheshire provincial council has submitted model grading schemes to:

Southport C.B.	U.D.C.'s of—
Boroughs of—	Kirkham,
Bangor,	Prestwich,
Caernarvon,	Thornton Cleveleys,
Accrington,	Winsford, and
Radcliffe, and	Withnell.
Workington,	
R.D.C.'s of—	
Hawarden and	
Wigan, and	
Newton-in-Makerfield (hospital staff), and	
Leigh Joint Hospital Board.	

Examination Grants

Grants of £5 and £10 are to be made to officers of **Rochdale C.B.** passing the

Committee Recommended :

Adoption of a 96-hour fortnight for day and night staff as urgent and essential.

Appointment of a joint committee to approve salary scales on a substantially higher level than at present.

A careful review of hospital rules in the light of modern conditions and psychological knowledge, with a view to reducing restrictions.

A comprehensive pension scheme interchangeable between all branches of the nursing service.

Assessment of the emoluments of a nurse living in at a figure nearer their true value.

At least four weeks' annual leave, with a minimum of two weeks consecutively.

Creation in every hospital of a nurses' council, on the lines of a Whitley Council, to remove grievances.

Provision of adequate facilities for recreation.

Appointment of trained housekeepers to supervise nurses' catering, with competent cooks and well-equipped kitchens.

Delegation of routine tasks to the ordinary domestic staff.

Division of the preliminary State examination into two parts, as likely materially to lighten the strain on the probationer during her first year.

intermediate and final examinations of appropriate examining bodies. Not more than one grant of either amount will be made.

Service Conditions

Following the request from the local branch, **Folkestone** general purposes committee passed a resolution approving in principle the appointment of an establishment committee to deal with matters relating to the staff and workmen employed by the council.

Rhondda U.D.C. has re-classified probationer nurses as "officers," instead of "servants."

Merthyr Tydfil C.B. has approved an increased uniform-allowance for health visitors and school nurses.

New Branches

Two new branches have been formed, one at **Heckmondwike U.D.C.** and the other at **Newcastle** to cover the head office of the Tyne Improvement Commission.



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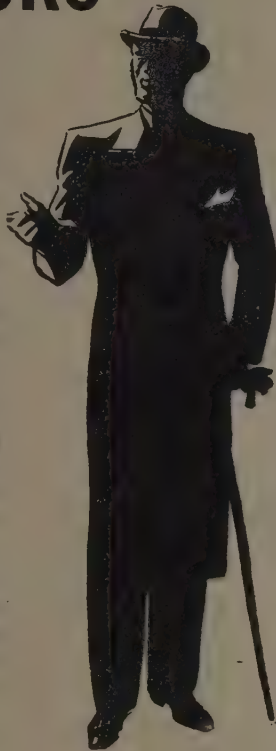
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GOSSIP FROM THE BRANCHES

By EAVESDROPPER

ALDERMAN H. M. BLACK had a good word to say to officers at the Brighton branch annual dinner recently. "We meet you chiefly in committees, and we don't mind talking all sorts of secrets before you, because we know that N.A.L.G.O. means: 'Not A Line Goes Out.'". We hope this does not refer to our public relations policy . . .

A party of 70 from **Dukinfield** went to the circus at Belle Vue, Manchester. Highspot of the evening was provided by two of the younger members who gave an exhibition on the rink, with experts . . .

After ten years' valuable service **H. N. Smawfield** has resigned his position as secretary to the **Oldham** branch. During

that period branch membership grew from 200 to more than 600, and salaries and service conditions improved beyond recognition, largely as a result of his enthusiasm, energy, and organising ability. He has been a conspicuous figure in the district committee and his



outspoken criticisms have done much to keep the elected representatives of the Association on their toes . . .

H. Russell, N.E.C., has resigned secretaryship at Stockport after 18 years as a branch officer. However, he is still keeping a hand on the wheel—as branch chairman . . .

North Riding joins the ranks of those branches possessing a club building of their own. The building is large enough for small functions, and was previously used as a firm's canteen, so there is provision for cooking . . .

A course for the diploma of public administration has been started at **Blackburn** by local area education committee. Forty students enrolled . . .

South Western group of the **Metropolitan** area education committee will hold a week-end school at Hindhead, Surrey, on April 15 and 16. Subjects for discussion are the effect of social and economic changes on local government, regionalism, and public relations. Appli-

cation should be made to **J. E. Thomas**, Council Offices, Feltham, Middlesex, before March 10 . . .

Devon, Somerset, and Cornwall area education committee will hold a week-end school at Mardon Hall, University College of the South West, Exeter, on April 14 and 15. More details next month . . .

H. S. Sherwin arranged a film display, at Nottingham, illustrating the history of the sub-standard film. He had collected



early silent, civic record library, publicity, and colour films, including one made by himself of Tom Blower, of Nottingham, swimming the Channel in 1937 . . .

William H. Fry, manager, **Wallasey** ferries, and twice president of local branch, has retired after 25 years as head of his department during which:

Six million passengers were carried;
Floating roadway was built;
New fleet of passenger boats of his own design was put into service; and
Nearly £63,000 was contributed to the relief of rates . . .

It cropped up in a talk by the medical officer of health, **East Sussex**, that the first measures for communal hygiene were



taken at Babylon, nearly 6,000 years ago. The people of that city had a system of sanitation and refuse disposal unknown to the people of this country until the last century . . .

E. F. Watts, deputy borough treasurer, **Richmond**, has retired after 50 years' service. **H. O. Cousins**, borough treasurer,

Colchester, former president of the branch, has retired after 40 years' service. He received Coronation and Jubilee medals in recognition of his municipal work . . .

We have a number of appointments to record this month. **Charles F. Stormer**, treasurer of Peterborough branch, is going to Bexhill as senior internal auditor. **J. W. Moss**, once secretary of Oldham branch, chairman for two years at Buckinghamshire branch, and now chairman of the Southern district committee, has been appointed borough education secretary to High Wycombe. **James Reid**, secretary to Felling branch, has been appointed chief rating and valuation officer . . .

A. G. P. Hatcher, chief engineering assistant, and **E. W. Hayson**, architectural assistant, Wimbledon, have joined the A.R.P. department of the Home Office. **H. C. Bacon**, Berkshire, is to assume charge of the Essex agricultural department. **Harold Totty**, senior committee clerk, Chesterfield, and chairman of the branch, has been appointed chief clerk, Birkenhead. **J. S. Clitheroe**, deputy borough engineer, Dartford, took up his duties as city engineer and surveyor to Exeter last month. **Dr. R. N. Curnow**, deputy medical officer of health for Derbyshire, has been appointed medical officer of health for Cornwall . . .

What N.A.L.G.O. can do for the officer possessing initiative and enthusiasm was shown in a striking way by the experience of **T. T. Douglas**, Newcastle-on-Tyne. He worked hard preparing for the intermediate of the B.Sc. of the University of London, but found that, owing to domestic difficulties, he was unable to face the heavy costs involved. N.A.L.G.O. was approached and offered him a substantial loan. He passed the "inter." and completed the final last November at the early age of 22. Both were passed at the first attempt. Fine work for a student working all day and studying in his spare time only . . .

Big task of planning **South Shields** A.R.P. services was begun recently by **John Lincoln**, president of the local branch as A.R.P. co-ordination officer. He was formerly chief clerk in the borough treasurer's department, and is the corporation's oldest servant . . .



ROUND THE BRANCHES

No. 8.—Brighton

Left to right:

Treasurer, **R. W. Blackman**

Magazine Secretary,

T. Proudlove

Sports Secretary, **D. J. Howe**

President, **A. E. Harris**

Chairman, **J. A. Packer**

Vice-Chairman, of S.E.

District, **W. O. Dodd**

Secretary, **T. J. Metcalfe**

Local correspondent,

F. S. Hardcastle



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Asst. Superintendent of Traffic (age 18-23)
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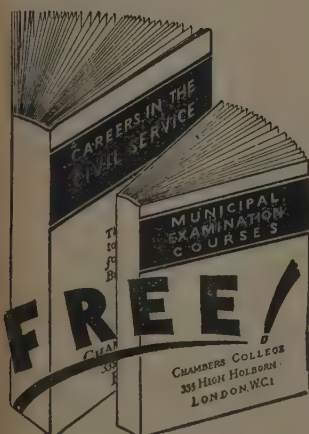
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Telegrams: Natassoc, Parl., London.

THINK NOW OF YOUR CAR INSURANCE

The official insurance brokers, Norman Frizzell and Partners, Ltd., have asked us to remind N.A.L.G.O. motor insurance policy-holders that during the next month or two, brokers and underwriters will be exceptionally busy. With this in view, they have asked that members requiring alterations in their policies should give as much notice as possible, in order that their requirements can receive the customary careful attention. It is particularly requested that early notice of renewal of policies expiring between March 24 and April 1 should be given immediately on receiving the renewal notice.

Many cars are "laid-up"—and policies suspended—during winter months, to take the road again on March 25. Often, suspensions are for a definite period terminating on March 25, with cover under the policy automatically reinstated. Other policies are suspended "until further notice" and require an endorsement reinstating the cover before insurance becomes effective again. In such cases it will be appreciated if members give their instructions for reinstatement of cover as soon as possible and return the certificate of insurance for amendment.

SPA TREATMENT FOR YOU?

The Nalگو Provident Society has further increased its appeal to members of the Association by offering special terms for treatment at a number of well-known spas, including Bath, Harrogate, and Leamington. Yet another facility for obtaining treatment at the baths institutions of Bournemouth, Harrogate, Hastings, Northwick, Scarborough, Torquay, and Urmston is offered at reduced charges. The Society will supply inquirers with further information including a list of those complaints—mostly of a rheumatic nature—considered to be amenable to spa treatment.

N.A.L.G.O. BLAZER

If you want a blazer in N.A.L.G.O. colours for the coming season you would be wise to place your order now. For well-cut, flannel blazers, in stock sizes, the price is 26s. 6d., and 30s. for better quality. If you want one made to measure it will cost you only 1s. 6d. extra. Your branch secretary can let you have an illustrated price list and measurement form.

NEWS FOR HOUSE-HUNTERS

Properties mortgaged to the Nalگو Building Society for sale are:

Loughton (Essex).—Modern, freehold, semi-det., high position; 2 recep., 3 beds, kitchenette, ideal boiler, half-tiled bath-room, sep. W.C., large garden, space garage, £715.—33, Alderton Way.

Leasowe (Wirral).—Modern, freehold, semi-det., overlooking sea and golf links, 3 beds, 2 recep., kitchen, tiled bath-room, sep. W.C., 2 outhouses, space garage, no road charges, 25 mins. Liverpool, £745.—469, Leasowe Road, Wallasey.

Hifford (Essex).—Modern, freehold, entrance hall, 2 recep., 3 beds, tiled kitchenette (boiler), tiled bath-room, sep. W.C., electrical and gas points main rooms, well-planned garden (plot 21ft. x 135ft.), rateable value £27, 10 mins. Gants Hill station in course of construction, £850, view by appointment, —20, Northwood Gardens.

Romford (Essex).—Semi-det., freehold, 3 bed, 2 recep., kitchen, bath, sep. W.C., parquet flooring in hall, no road charges, attractive garden, £650 or near offer.—138, Mashiter's Walk.

BRANCH CIRCULARS

The following circulars have been sent to branch officers:

14/GEN/39 and **22/GEN/39** dated January 25, and February 1, respectively, (To branch secretaries) set out the Association's policy relating to National Service. This is summarised on page 79.

January 30

13/LOG/39 (To certain Logonia correspondents) dealt with commission and collecting fees.

15/LOG/39 (To Logonia correspondents) enclosed two circulars relating to Life and Fire Insurances prepared for circulation in the branches.

February 1

(To Branch Secretaries)

16/SA/39 dealt with (a) bookings at the holiday centres; (b) cargo boat holidays; (c) continental holidays; (d) holiday reunions; and (e) branch and departmental outings.

17/GEN/39 dealt with county and municipal elections and asked for candidates, addresses and press statements to be forwarded to Headquarters.

18/CONF/39 related to the election of the National Executive Council.

19/ORG/39 enclosed a copy of the conclusions and recommendations contained in the Interim Report of the Inter-Departmental Committee on Nursing Services, see page 98.

20/ORG/39 dealt with the dispatch of the Annual Report to branches.

21/PR/39 dealt with (a) branch annual reports; (b) model lectures on local government, which were available; and (c) reservation of films.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

	September 56	December 56
October 55	January 55	
November 56	February 55	
The percentage increases for the past three months in each of the five groups on which the index figure is based are:		
	Dec.	Jan. Feb.
Food	39	38 38
Rent	61	61 61
Clothing	110	110 110
Fuel and Light	85	85 85
Other items	75	75 75

FILM BORROWERS NOTE

Applications for reservation of films are now so numerous that members are advised to give one month's notice of their requirements.

CONTINENTAL HOLIDAYS

The programme for Easter and Spring holidays in France—Paris, Mentone, and Biarritz—is now ready. The summer programme for Switzerland and France will be available this month. If you would like particulars complete the slip below.

N.A.L.G.O., 24, Abingdon St., London, S.W.1.

Please send me particulars of N.A.L.G.O. holidays:

Easter	Mentone	Biarritz
Paris		
Summer		
Switzerland	Paris	Mentone
Biarritz	Brittany	

(cross out those not required)

Name

Address

IMPORTANT DATES

March 4.—Holiday Centres, Cruise, a Continental Holidays Reunion in London.

March 25.—Holiday Centres, Cruise, Continental Holidays Reunion in Manchester.

March 25.—Renewal premiums due N.A.L.G.O. Household Insurance Co. Comprehensive Bonus policies.

Torquay Conference

April 1.—Journal will contain Conference agenda.

Report of the National Executive Council to be issued to representatives with agenda.

April 15.—Amendments to annual report and motions in Conference agenda to be received by 5 p.m.

Voting papers for N.E.C. to be hands of branch secretaries.

April 22.—Voting papers for N.E.C. to be in hands of members.

April 29.—Voting papers for honorary officers and for venue of annual Conference, 1940, to be in the hands of branch secretaries.

May 1.—Voting papers to be in hands of secretary of district committee.

Journal will contain amendments motions in Conference agenda.

May 13.—Conference agenda (containing motions and amendments thereto) a list of representatives to be forwarded to representatives.

Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

Voting papers for honorary officers and for venue of Conference, 1940, to be returned to headquarters.

May 27.—Whit Saturday. First day of Conference proceedings.

May 29.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

May 30.—Tuesday morning. Final Session of Conference proceedings.

OFFICERS

General Secretary: L. Hill.

Deputy General Secretary, Legal Secretary, and Insurance Secretary: Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organising Secretary: J. B. Swindon.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. Kershaw, 24, Abingdon Street, S.W.1, Whitehall, 9351.

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: Cecil Wood, 12, East Parade, Leeds, Leeds 24861.

East Midlands, West Midlands, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, Waverley Nile Street, Glasgow, C.1; Douglas 4



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Tax Inspectorate, August, 1939, and August 1940. Age limits, 21-24. Both sexes. **Executive Class**, Spring, 1940 and 1941. Age limits, 18-19. Both sexes. **Customs and Excise**, Half-yearly. Age limits, 19-21: Men only. **Clerical Classes**, Half-yearly. Age limits, 16-17. Both sexes. **Typist and Clerk-Typist**, 16 $\frac{1}{2}$ -21, Half-yearly.

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SUPERANNUATION PROBLEMS

Ministry Decisions: A Guide to the Officer

THE MINISTER OF HEALTH has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938.

Previous Service under 1922 Act

A local authority issued a notification indicating that a whole-time officer who had attained the age 55 would not, as regards employment with them, become a contributory employee on April 1, 1939. The officer appealed on the ground that he would be entitled to reckon previous service rendered to local authorities as service for the purposes of section 3(4) (c) of the 1937 Act. The Minister's decision was as follows:

"I am directed by the Minister of Health to refer to your appeal under Article 6(1) of the above-mentioned Regulations against the decisions of the Fielden Joint Hospital Committee and the Sourhall Joint Hospital Committee that you will not on April 1, 1939, in respect of your office as clerk to each of those committees, become a contributory employee for the purposes of the Local Government Superannuation Act, 1937.

The parties are agreed that as town clerk of the Borough of Todmorden and Clerk to each of the Joint Hospital Committees you will be a whole-time officer within the meaning of section 40(1) of the Act, that the constituent authorities of each of the Joint Hospital Committees are authorities mentioned in the first paragraph of Part I of the First Schedule to the Act, that at the date of your appointment as Clerk to the Committees in the year 1935 you had already attained the age of 55 years, and that at that date you had previous service in an office under a local authority, which office you continue to hold.

The constituent authorities of each of the Joint Hospital Committees have delegated to the respective Joint Committees their powers in regard to the appointment, control, payment and superannuation of the employees necessary for the work of the Committee.

The decisions of the Joint Hospital Committees are based on the ground that you would not become a contributory employee under the Act in relation to your appointment as Clerk to each Committee because your previous local government service would not be reckonable and as you were over 55 years of age at the date of appointment you would be excluded from the provisions of the Act by virtue of paragraph (c) of sub-section (4) of section 3.

The Minister has given careful consideration to the representations submitted but having regard to the definition of "service" contained in section 40(1) of the Act he is unable to accept the view that the previous service in question should not be reckoned in determining whether you are to become a contributory employee in respect of your employment as Clerk to each Joint Committee.

The Minister accordingly hereby determines that if you remain in the posts at present occupied by you as Clerk to the Fielden and Sourhall Joint Hospital Committees until April 1, 1939, and at that date you still devote substantially the whole of the rest of your time to employment by one or more other local authorities you will on that date become a contributory employee as respect each of those appointments."

Previous Service with Compensation Award

In a notification issued by a local authority no account was taken of a period of service in respect of which compensation for loss of office under the Rating and Valuation Act, 1925, had been awarded. The employee appealed on the ground that such service was service within the meaning of the 1937 Act. The decision was:

The Minister has given careful consideration to the representations submitted but having regard to the provisions of paragraph 8 of the sixth schedule to the Rating and Valuation Act, 1925 and section 37 of the Act of 1937 and to the decision in *Powell v. Sheffield Corporation* (1936) 34 L.G.R. 156, he has come to the conclusion that the decision of the Council not to recognise for the purposes of the

Act of 1937, the period of service in respect of which you are receiving compensation was correct, and he accordingly dismisses your appeal."

Service in H.M. Forces after Employment by Officer

An administering authority referred to the Minister a decision of a local authority that service in H.M. Forces during the late War, of an officer who left the employment of an officer of a local authority so to serve will be reckonable as non-contributing service for the purposes of section 12(2) of the Act of 1937. The decision was:

"According to the facts submitted, Mr. Newbold left the employment of an officer of a local authority in order to serve in His Majesty's Forces and that, on demobilisation, he entered the employment of that local authority.

"In support of their decision, the Council submit that any period of employment which may be a determination of a local authority under subsection 6 of section 12 of the Act be reckoned as non-contributing service within the meaning of subsection 2 of that section, should be regarded as a period of employment under a local authority for the purposes of subsection 3 of the section. The Council further submit that consideration should be given to the fact that on demobilisation Mr. Newbold entered the direct employment of the local authority whose officer he had served prior to joining His Majesty's Forces.

Having regard to the provisions of section 12(3) the Minister is unable to accept the views advanced by the Council and he accordingly hereby determines that the period during which Mr. Newbold served in His Majesty's Forces will not be reckonable as service for the purposes of the Act of 1937."

Police Service

Having regard to the judgment in the case of *Fisher v. Oldham Corporation* (1930) 2 K.B. 364, service as a police officer is not service rendered to a local authority within the meaning of the definition contained in section 40(1) of the Act of 1937.

Reckoning of previous service of employee attaining 65 years before designation under 1922 Act

A local authority issued a notification which indicated that an employee who occupies a designated post under the Local Government and other Officers' Superannuation Act, 1922, would if he remained in their employment in the same capacity until April 1, 1939, become a contributory employee entitled to reckon his service—all of which had been non-contributing—up to the date on which he attained the age of 65. The County Council, as the administering authority, appealed to the Minister on the ground that service after attaining the age of 65 and before the appointed day for the purposes of the Act of 1922 is reckonable as service for the purposes of the Act of 1937. The decision was:

"According to the information submitted the post which the employee occupied was designated as from October 1, 1934, as an established post for the purposes of the Act of 1922. The employee attained the age of 65 years on September 3, 1934.

"If the employee ceases to be employed by the Urban Council prior to April 1 next he will be entitled in accordance with the provisions of the Act of 1922, to reckon for the purposes of that Act the service rendered by him up to the date of the designation of his post. Under the Act of 1937, however, other considerations will apply. 'Service,' in so far as concerns the circumstances of this case, is defined in section 40(1) of that Act as meaning service rendered to any local authority after

attaining the age of 18 years and before attaining the age of 65 years. The employee, owing to the age he had attained at the date when his post was designated as an established post under the Act of 1922, was not required to contribute to the superannuation fund. If he remains in the same post until April 1 next, he will become a contributory employee on that date, but will have no service which, by virtue of section 12(1) of the Act of 1937, he will then become entitled to reckon as contributing service. Section 12(2) of that Act, however, will enable him to reckon as non-contributing service all his service which comes within the definition in section 40(1).

"It has been represented that if the employee becomes a contributory employee section 38(2) of the Interpretation Act, 1889, would apply so as to enable him to reckon as non-contributing service under the Act of 1937 service rendered between the date of attainment of the age of 65 and the appointed day for his post under the Act of 1922. It is to be observed, however, that until an employee resigns or otherwise ceases to hold his office or employment he acquires no right under that Act and that accordingly if retirement does not take place while that Act is in operation there can be no right upon which the Interpretation Act can operate. Section 12(2) of the Act of 1937, read in the light of the definition of service in section 40(1) thus appears to the Minister to be the only provision that requires consideration, and he has therefore reached the conclusion that the decision of the Urban District Council is correct and he hereby determines accordingly. The appeal of the County Council is dismissed."

Note.—In connection with this decision we would draw the attention of members who may be affected to the articles under the heading "A Superannuation Problem: Reckoning of Service of Employees over 65," which appeared on pages 30 and 72 of *LOCAL GOVERNMENT SERVICE* for January and February, 1938, respectively. Any member who wishes to be superannuated under the 1922 Act must retire before April 1 next.

Service with a Voluntary Hospital

For the purposes of giving effect to the provisions of the Public Health (Venereal Diseases) Regulations, 1916, the town council of Plymouth and the county councils of Devon and Cornwall entered into an agreement with the committee of a voluntary hospital for the setting up of a treatment centre at the hospital. The terms of the agreement were, inter alia, that the hospital committee should provide, staff and maintain the treatment centre in the charge of the medical officer appointed by them.

An employee appealed to the Minister asking the Minister to determine that, during the period he was employed at the treatment centre, he was an employee of a local authority and that that service was reckonable under the Act of 1937. The local authority contended that, during the period in question, he was in the employment of the Hospital Committee, and therefore the period of service was not service within the meaning of the Act.

The Minister decided that the service was not reckonable for the purposes of the Act, as he was unable to find anything in the agreement to support the view that persons appointed to the staff of the Centre were in the employment of the local authorities who were parties to the agreement.

Welsh National Memorial Association

Having regard to the definitions of "local authority" and "service" in section 40(1) of the Act of 1937 the provisions in the Act as to the reckoning of previous service cannot be construed as applying to service with the Welsh National Memorial Association.



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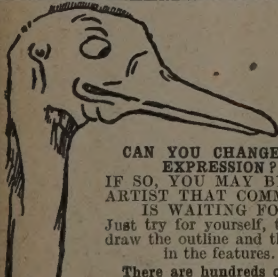
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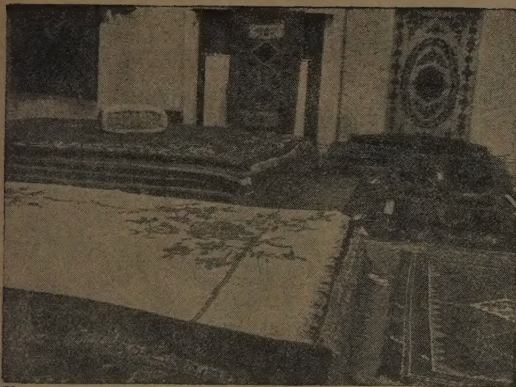
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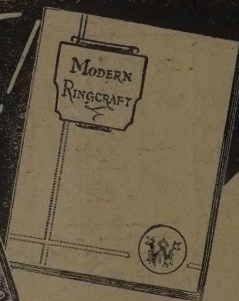
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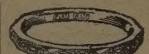
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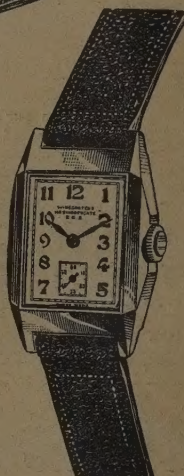
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